

POSITION DESCRIPTION

Position Title:	Postdoctoral Research Fellow
Organisation Unit:	School of Psychology
Position Number:	New
Type of Employment:	Fixed-Term, 0.8 FTE (2 years)
Classification:	Research Academic Level A

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver **knowledge leadership for a better world**.

UQ ranks in the world's top universities, as measured by several key independent ranking, including the CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (40), the US News Best Global Universities Rankings (42), QS World University Rankings (47), Academic Ranking of World Universities (54), and the Times Higher Education World University Rankings (66). Excluding the award component, UQ is now ranked 45th in the world in the ARWU, and is one of the only two Australian universities to be included in the global top 50.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland's highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia's Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 53,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 17,000 international students from 135 countries, adding to its proud 260,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a \$2.15 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and

biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an [outstanding track-record](#) in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of \$11billion+.

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences (HABS) is a world-class Faculty that has a coherent focus on health, well-being and behaviour change, underpinned by a strong commitment to interprofessional education and interdisciplinary research.

The Faculty presently consists of six schools and six research centres, viz.:

- School of Dentistry
- School of Health and Rehabilitation Sciences
- School of Human Movement and Nutrition Sciences
- School of Nursing, Midwifery and Social Work
- School of Pharmacy
- School of Psychology
- National Centre for Youth Substance Use Research (NCYSUR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for the Business and Economics of Health
- POCHE Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

More information about the Faculty is available at <https://habs.uq.edu.au/>

School of Psychology

The School of Psychology is one of the most prestigious schools of psychology in Australia, with a strong reputation is built on excellence in both research and teaching. The School has thriving and dynamic research profiles in almost all areas of psychology and is able to attract visitors from overseas and other institutions in Australia. The School has collaborative relationships through cross-appointed staff with other schools in the University, creating opportunities for interdisciplinary research.

Information about the School may be accessed on the School web site at www.psy.uq.edu.au/.

Project: Towards an Applied Social Identity Research Centre

The Social Identity and Groups Network (SIGN) at The University of Queensland examines social identity processes that are key to effective functioning in organizational, political, health, and educational domains. International recognition of this work has led to SIGN being identified as a world-leading centre for social identity research. Increasingly too, it has led us to work with industry, government, education and healthcare partners to co-develop solutions to key challenges they face. In this program of work we seek to develop and embed the translational arm of SIGN and create a *world-leading applied research centre* — SIGNIFY — that capitalizes on these evolving opportunities.

The 'Towards an Applied Social Identity Research Centre' Project is supported by UQ Strategic Funds with Professors Catherine Haslam, Jolanda Jetten, and Alex Haslam as Chief Investigators.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is [available online](#).

The University of Queensland [Enterprise Agreement](#) outlines the position classification standards for Levels A to E.

DUTY STATEMENT

Primary Purpose of Position

A Postdoctoral Research Fellow will focus their efforts on developing their expertise and emerging research profile in their discipline. At this level, it is expected that the incumbent will contribute to service and engagement roles and activities.

As a Research Focused Academic at Level A, the incumbent will be supported and guided by more senior academic research staff with the expectation of an increasing degree of autonomy over time.

Duties

Duties and responsibilities include, but are not limited to:

Research Focused Academic Level A

Research

- Collaborate with the project team in the management of research and consultancy projects on a day-to-day basis, including literature reviews; research design; management of ethics applications and approvals; data analysis and interpretation; preparation of manuscripts and reports.
- Assist with the coordination, management and conduct of research projects, including field work and data entry, to ensure that milestones and progress reviews are completed to required level, and within agreed timeframes and budget.
- Work with colleagues and postgraduates in the identification, development and conduct of joint research projects and applications for competitive research funding support to develop a coherent research program.
- Maintain an active and effective record (often in collaboration with colleagues) of publishing in high quality national research journals, other appropriate refereed publications and conference publications.
- Contribute to the preparation of evidence-based materials for the public and professionals.
- Review and draw upon best practice research methodologies.
- Prepare research publications and progress reports and participate in regular meetings to discuss project objectives, methodology and outcomes.
- Contribute to the supervision of Honours students and mark Honours theses.

Service and Engagement

- Actively develop external links by fostering relationships with industry, government departments, professional bodies and the wider community.
- Contribute to internal service roles and processes, including participation in decision-making and service on relevant committees.
- Perform a range of administrative functions as required, including tasks related to the management and coordination of research projects.
- Any other duties as reasonably directed by your supervisor.

Other

- Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:
 - the [University's Code of Conduct](#)
 - requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University or Institute/School
 - the adoption of sustainable practices in all work activities and compliance with associated legislation and related University [sustainability responsibilities and procedures](#)
 - requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related [responsibilities and procedures](#) developed by the University

Organisational Relationships

The position reports to one of the Project Chief Investigators, Professor Catherine Haslam, School of Psychology.

SELECTION CRITERIA

- Completion or near completion of a PhD in Social Psychology or related field.
- An emerging profile in research in the discipline area.
- Sound knowledge of the social identity approach and demonstrated ability to apply social identity theorizing to advance the understanding of social phenomena.
- Evidence of publications in reputed refereed journals and presenting at conferences.
- Demonstrated expertise in carrying out literature reviews, statistical analysis and database management, and a willingness to learn new statistical and data management techniques.
- Evidence of contributions towards successfully obtaining external research funding.
- Evidence of an emerging network of industry liaisons and professional contacts.
- Commitment to research participant confidentiality and research ethics, particularly with respect to identified or potentially identifiable participant data of a sensitive nature.
- Well-developed communication, interpersonal and consultative skills and the ability to work collaboratively with colleagues from a multidisciplinary background.
- Strong organisational skills, including the ability to prioritise a range of tasks and meet deadlines.

Seminar

Applicants invited for interview may be asked to present a seminar in conjunction with the selection interview process.

Qualification Verification

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University's Diversity and Inclusion webpage (<http://www.uq.edu.au/equity>) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to habs-hr-advisory@uq.edu.au