Appointment of
Director, Institute for Teaching and Innovation
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Institute for Teaching and Learning Innovation

Thank you for considering this critical position within The University of Queensland’s Institute for Teaching and Learning Innovation!

The Institute for Teaching and Learning Innovation is an integrated teaching, research and service delivery centre – the largest of its kind in Australia. We provide leadership, engagement and advocacy in educational innovation, teaching excellence and learning analytics, and aim to transform teaching and learning across our University. This will be achieved through the delivery of faculty and executive prioritised, teaching and learning projects and services, including support to deliver our Student Strategy.

This Director position will work closely with myself as Pro-Vice-Chancellor (Teaching and Learning), our Deputy Directors (Digital Learning and Strategy and Operations), and 90 Institute staff as we seek to establish and maintain a flexible operating structure to drive and support innovation and excellence for our activities. We will address the critical areas of unmet support in teaching and learning by bridging the gap between the increasing complexity of teaching and the range of professional and academic services that can be provided to assist colleagues across UQ.

If, after reading through this document, you would like to learn more about this opportunity, please contact my office on +61 7 3365 1075 or by email at pvctl@uq.edu.au.

Professor Doune Macdonald
Pro-Vice-Chancellor (Teaching and Learning)
Primary purpose of the position
To provide strategic leadership and management to the Institute for Teaching and Learning Innovation (ITaLI), in alignment with the overarching teaching and learning objectives of the University.

Duties
Duties and responsibilities include, but are not limited to:
• Ongoing definition and refinement of ITaLI’s vision aligned with UQ’s priorities
• Develop and implement strategies for achieving ITaLI’s vision in alignment with thorough governance practices
• Lead, manage and develop teams to foster a high performing staff culture and support the strategic and operational agendas of ITaLI
• Oversee the quality assurance review of ITaLI in 2021
• Actively build and facilitate collaborative partnerships across the University including strategic communities of practice
• Lead and promote research aligned with UQ’s strategic priorities and the higher education sector
• Represent the University both nationally and internationally in the teaching and learning and student experience domains
• Participate in senior University committees such as the Teaching and Learning Committee
• Accountability for the strategic and operational budgets of ITaLI and conduct all activities within the designated budget.
• 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 the Pro-Vice-Chancellor Teaching and Learning, Professor Doune Macdonald.
Selection criteria

• Postgraduate research qualifications in a relevant discipline
• Significant experience in the higher education sector, including an understanding of centralised service unit operations
• Demonstrated ability to develop and implement strategic initiatives within a large, multi-disciplinary and complex organisation
• Demonstrated ability to articulate and operationalise a shared vision
• High level written and communication skills including an ability to collaborate and work across functions
• Significant experience in program management in large complex organisations
• Demonstrated leadership and management skills including the ability to develop individual and team capability
• Demonstrated financial management capability
• Commitment to integrity, transparency, quality and collaboration
• Demonstrated understanding of the strategic challenges facing the higher education sector in Australia and internationally including that of the student experience
• Commitment to demonstrating and upholding the University’s values

Selection committee

The selection committee for this appointment will be chaired by the Provost, Professor Aidan Byrne, and the Pro-Vice-Chancellor (Teaching and Learning), Professor Doune Macdonald.
Why work at UQ?

Vibrant campus locations
Just seven kilometres from Brisbane’s city centre, UQ St Lucia is renowned as one of Australia’s most attractive university campuses. Bounded by the Brisbane River on three sides, the 114-hectare site provides a perfect study, research and living environment. You will enjoy the best of both worlds: a vibrant campus with the tradition of an established university. The gracious sandstone architecture, with its hub of cloistered buildings enclosing the National Trust-registered Great Court – along with spacious parklands and lakes – encompass world-class teaching and research facilities, including Queensland’s largest research library, fully equipped laboratories and modern lecture theatres.

A life beyond the office is a big part of university, and UQ is a great place to meet new people and access a wide range of sporting and cultural activities. We also offer world-class sporting facilities, and many cultural activities such as theatre, dances, concerts, movies, debates, barbecues, markets and art exhibitions.

Tenure, salary and benefits
An attractive remuneration package will be negotiated with the successful candidate. Remuneration will be subject to periodic review. The incumbent is entitled to four weeks annual leave, 10 days personal leave and an additional five days carer’s leave. Other terms and conditions of employment may be negotiated. Employees of The University of Queensland are eligible for a range of perks and benefits, including:

• Salary packaging through Remserv and Smartsalary
• Corporate Healthcare through UQ's Corporate Healthcare Provider, Bupa
• Access to the Fitness Passport scheme, as well as UQ Sport's facilities
• Low-cost car parking options

The University will meet all reasonable removal and establishment expenses. In the case of an interstate or international appointee, an accommodation allowance may be available for a limited period. Details will be negotiated as part of the contract of employment.

How to apply
Applications should include a full curriculum vitae and a statement briefly addressing each of the selection criteria. Applicants should provide the names and contact details of three potential referees. These referees need not be approached in advance, as they will not be contacted without the prior consent of the applicant. They should include at least two people to whom applicants have reported.

If you have any questions about the position, please contact the Office of the Pro-Vice-Chancellor (Teaching and Learning) on (07) 3365 1075 or by email at pvctl@uq.edu.au.

For questions on the application process, please contact recruitment@uq.edu.au.

The University reserves the right to fill the position by invitation at any time.
For more than a century, The University of Queensland (UQ) has maintained a global reputation for creating positive change by delivering knowledge leadership for a better world. UQ ranks among the world’s top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (36)*, the Performance Ranking of Scientific Papers for World Universities (43), U.S. News Best Global Universities Rankings (42), QS World University Rankings (48), Academic Ranking of World Universities (55), and Times Higher Education World University Rankings (69).

At UQ, we’re changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 53,600 students, including the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students, study across UQ’s three beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include more than 18,600 postgraduate and approximately 18,000 international students who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

UQ’s 264,000 graduates are an engaged network of global alumni spanning more than 170 countries, and include approximately 14,000 PhDs.

UQ’s six faculties, eight globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 1500 scientists, social scientists and engineers who champion research excellence and continue UQ’s tradition of research leadership. This is reflected in UQ being awarded more Australian Research Council funding ($25.8 million) for fellowships and awards commencing in 2017 than any other Australian university.

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than $15.5 billion.

In 2018, UQ was ranked first in Australia by the prestigious Nature Index tables, and 110th overall in the world.

UQ is one of only three Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia; and one of only three Australian charter members of the prestigious edX consortium, the world’s leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 6600 academic and professional staff (full-time equivalent) and has a $1.75 billion annual operating budget.

* CWTS Leiden Ranking 2019 measured by the Impact indicator P(top 10%), ordered by P(top 10%) with fractional counting
Governance

The University is governed by a 22-member Senate representing University and community interests. Senate is led by a Chancellor and Deputy Chancellor. The Senate has delegated to the Vice-Chancellor many of its powers under the University of Queensland Act 1998 to appoint staff, manage and control University affairs and property, and manage and control finances.

uq.edu.au/about/governance

Strategic directions

The University of Queensland sets its agenda within a truly global context. It is a university that is connected with the global community, addressing the issues that are impacting on the modern world. UQ’s aim is to attract the best minds of today, and to develop and support the leaders of tomorrow. The University has an ongoing commitment to strengthening its impact and reputation by building greater research capacity and through the delivery of high quality teaching and learning programs.

The 2018–2021 period will be a challenging and exciting time as the University adapts to a rapidly changing environment. Our plan encapsulates a commitment to remaining comprehensive while emphasising the importance of collaboration, diversity and partnered innovation as a critical means of solving complex global challenges.

We will transform our students into game-changing graduates ensuring that they are not only prepared to succeed in their chosen pathway, but will also provide the leadership necessary to create change.
Strategic plan 2018–2021

The University of Queensland positively influences society by engaging in the pursuit of excellence through 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.

Transforming students into game-changing graduates through excellent teaching, support, and exposure to world-leading research is a focus of UQ’s Strategic Plan 2018–2021. The world is changing at a breakneck pace, and it is vital that we prepare our students to not only adapt to this change, but also to make a positive impact on society and collectively build a beneficial global legacy. Evidence-based knowledge, the ability to work collaboratively to solve complex problems, and a passion for innovation will be essential attributes for our students, regardless of the exact future shape of society. UQ’s Strategic Plan 2018–2021 focuses on graduate employability, collaboration and diversity and inclusivity.

UQ’s Strategic Plan 2018–2021 is available to download from the following website:

about.uq.edu.au/strategic-plan

Our values

Pursuit of excellence
We strive for excellence, seeking to apply the highest standards to benefit our communities.

Creativity and independent thinking
We welcome new ideas from our staff and students as well as from our alumni and our external partners. We support intellectual freedom, courage and creativity. We encourage the pursuit of innovation and opportunities.

Honesty and accountability
We act with integrity and professionalism and uphold the highest ethical standards. We are committed to transparency and accountability. Our decisions ensure responsible stewardship of the University’s resources, reputation and values. We lead by example in all areas including our approaches to sustainability.

Mutual respect and diversity
We promote diversity in the University community – through our people, ideas and cultures. We create a vibrant, inclusive environment in which ideas flourish and future generations, regardless of background, are empowered. We respect our colleagues and work together for shared success.

Supporting our people
UQ ensures the safety and wellbeing of our people. We create an inclusive and supportive university community in which achievements are celebrated and rewarded. Our people have the opportunity to enrich their lives and pursue their goals.
The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ’s strategic direction, mission, vision and values.

**Achieves results and drives accountability**
Leaders ensure engagement and performance, and motivate and empower others to achieve results.

**Communicates and collaborates with influence**
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

**Exemplifies personal credibility and integrity**
Leaders strive for personal achievement and are visibly proactive and ethical in their dealings with others.

**Fosters learning, inquiry and innovation**
Leaders nurture an environment that allows for multiple perspectives and challenges assumptions, and model openness to new ideas.

**Purposefully leads change**
Leaders initiate and lead change and improvement agendas, modelling behaviour that embraces innovation and change.

**Thinks and works strategically**
Leaders create and communicate a clear direction for the future, aligned with UQ’s vision.

**Values people and builds culture**
Leaders create a positive, constructive workplace where people feel connected and valued.
Brisbane is the sunny, sophisticated capital city of Queensland and gateway to its many famous attractions. It is Australia’s third largest city and fastest-growing capital with a population of more than 2.2 million, offering a safe, friendly, multicultural environment. The inner city is characterised by the Brisbane River, parklands, convention facilities, museums, art galleries, a casino, malls, shopping districts and a host of cosmopolitan restaurants and cafés.

Brisbane offers a range of lifestyle benefits including climate, culture, family fun and sport. Residents and visitors can combine art and outdoor adventure in Brisbane, where South Bank’s cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs and bike ride through the City Botanic Gardens. Go for a day trip to Moreton Island, Noosa, the Sunshine Coast or the Gold Coast with just a short drive to each beautiful destination. National Parks, rainforests and attractions such as Australia Zoo, Dreamworld and other theme parks are also a short drive away.

The perfect place to raise a family, Brisbane is one of the safest cities in Australia and boasts a wide range of cultural attractions, numerous theatres, art galleries and a world class museum; the city is dubbed a food and drink lover’s paradise. Brisbane is one of Australia’s most liveable and affordable capital cities. Brisbane enjoys a subtropical climate providing sunny days almost all year round, with enough rainfall to keep the city and suburbs cool and green.

Just an hour south of Brisbane’s CBD is the Gold Coast, where the high rises are built around superb beaches like Surfers Paradise with lively nightlife, international theme parks and designer boutiques. A few hours drive north from Brisbane is the Great Barrier Reef, one of the ‘natural wonders of the world’. As the largest World Heritage Area, it stretches more than 2000 kilometres alongside the coast, and is home to around 1500 species of fish and 350 types of coral. Stradbroke, Moreton and Fraser Islands are also world-famous attractions that are close to Brisbane, and offer some of the largest dunes in the world.

A leader in education
Brisbane has a wide range of high-quality schools at primary and secondary level, religious or non-denominational, single-sex or co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with three major internationally recognised universities on offer. Each of the universities in Brisbane offer a high-quality learning environment with access to some of Australia’s finest institutions covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia’s leading research and teaching institutes, ranking among the world’s top universities.

Lifestyle
In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia’s most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia’s major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to healthcare in both public and private sectors, covering hospitals, general practitioners, dentists and other allied healthcare professionals. There are numerous public and private hospitals including the Princess Alexandra Hospital, the Mater Hospital network, The Queensland Children’s Hospital and the Royal Brisbane and Women’s Hospital. Urgent and emergency medical care is readily available to everyone.
Further information

General information on the University is available through the University’s website:

uq.edu.au

Other documents which you may wish to refer to include:

- Annual Report:
  uq.edu.au/about/annual-reports
- Governance:
  uq.edu.au/about/governance
- Key statistics:
  pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx
- Organisation chart:
  uq.edu.au/about/docs/org-chart.pdf
- Research at UQ:
  research.uq.edu.au
- Strategic Plan 2018–2021:
- UQ Global Strategy:
  global-strategy.uq.edu.au