POSITION DESCRIPTION

Position Title: Postdoctoral Research Fellow
Organisation Unit: School of Languages and Cultures
Position Number: TBA
Type of Employment: Fixed term for 3 years
Classification: Academic Research 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 Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). UQ again topped the nation in the prestigious Nature Index and our Life Sciences subject field ranking in the Academic Ranking of World Universities was the highest in Australia at 20.

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 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 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+ (see http://uniqest.com.au/our-track-record).

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

**Organisational Environment**

The Faculty of Humanities and Social Sciences (HASS) is a large comprehensive Faculty with a broad academic profile and substantial research achievements. The Faculty Office is based at the St Lucia campus in the iconic Forgan Smith building adjacent to the Great Court of the University. The current Executive Dean is Professor Julie Duck who is Acting in the role following the transition of Professor Tim Dunne to a Pro-Vice-Chancellor position in the Office of the Provost.

The Faculty comprises seven Schools (Communication & Arts; Education; Historical & Philosophical Inquiry; Languages & Cultures; Music; Political Science & International Studies; Social Science), two research Institutes (Institute for Social Science Research; Institute for Advanced Studies in the Humanities), two museums (Anthropology Museum and the RD Milns Antiquities Museum), a new Faculty Centre for Policy Futures, and several school-based research centres. The Faculty is also host to the Institute for Modern Languages and the Confucius Institute. The Faculty offers a broad range of programs to a large cohort of international and domestic students, with 850 research higher degree students, approximately 1,500 students in postgraduate coursework degrees and close to 8,000 undergraduates.

There are over 300 academic staff across the Faculty, making it one of the largest in Australia. One indicator of the Faculty’s standing in the disciplines that we research is membership in the learned academies, where UQ can proudly claim 33 members of the Australian Academy of the Humanities and 50 members of the Academy of Social Sciences in Australia.

Teaching in the Faculty is underpinned by substantial research performance and several specialized fields of research were judged at the highest level (5 ranking) in the 2015 Excellence in Research Australia (ERA) round. These fields include Specialist Studies in Education; Political Science; Cultural Studies; Literary Studies; History and Philosophy of Specific Fields. Overall, HASS returned outputs to 21 disciplinary field codes, where 90% were rated above (4 ranking) or well above world standard (5 ranking). This is indicative of high quality and capacity in research.

These research achievements internationally are reflected in the 2017 Leiden rankings (based on impact, not reputation), where the Humanities and Social Sciences at UQ ranks 16th in the world on the quantum of publications in ranked journals, placing us first in Australia and in the Oceania region (for the full data-set see http://www.leidenranking.com).

The quality of our overall Faculty’s performance is also evident in the QS World University Rankings for 2017 which places Social Sciences/Management at UQ at 39th in the world, and Humanities at 50th in the world. This data can be accessed at: http://www.topuniversities.com/faculty-rankings.

More information about the Faculty can be accessed at http://www.hass.uq.edu.au
The School of Languages and Cultures is one of the largest Schools of language instruction in Australia with over 40 academic staff.

The School teaches Chinese, French, German, Indonesian, Japanese, Korean, Russian and Spanish, as well as Linguistics and Applied Linguistics, to students in the Bachelor of Arts, Bachelor of International Studies, the university-wide concurrent Diploma in Languages, the Diploma of Arts, and dual degree programs.

At postgraduate level the School offers two NAATI-accredited Masters programs in Translation and Interpreting (one in Japanese and one in Chinese) and growing programs in Linguistics, Applied Linguistics and TESOL. Staff research and supervise PhD students in these fields and also in Australian Aboriginal languages.

Details of the research interests of academic staff may be accessed on the school’s web site at https://languages-cultures.uq.edu.au/ or http://researchers.uq.edu.au.

The Institute for Social Science Research (ISSR) is a national leader in advanced interdisciplinary social science and evidence based policy research. ISSR researchers address some of the most important issues and challenges facing Australia today in areas such as health, education, employment, housing, social wellbeing, homelessness, policing and security, sustainability, and Indigenous studies. The Institute conducts research on priority issues and offers commercial services and training for public and private sector organisations.

ISSR also provides high-quality learning experiences for postgraduate and postdoctoral students, and has some of the most advanced research facilities for data collection and analysis in the country. The Institute employs over 100 faculty and staff, has an annual budget of $10 million and includes affiliated researchers in the fields of political science, sociology, social policy, geographical sciences, economics, psychology, education, demography, mathematics and statistics. In mid-2015, ISSR relocated from the St Lucia Campus to the University's new Long Pocket precinct (off Meiers Road, Indooroopilly).

The research group in which this position sits includes the recently created health programs to examine the social issues, such as family violence, which contribute to and are impacted by health conditions including substance use and mental health problems. Further information can be found at http://www.issr.uq.edu.au

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

The University of Queensland Enterprise Agreement outlines the position classification standards for Levels A to E.

DUTY STATEMENT

Primary Purpose of Position

While language skills are paramount in today’s world of international business, travel and communication, and despite Australia's ever-increasing multilingual potential, research suggests an increasingly monolingual orientation in both policy and practice in Australia. The primary purpose of the position is to undertake a research program on the social and/or economic benefits of learning additional languages, including the policy-practice nexus in relation to second language education. This may include such topics as the socioeconomic
benefits of second language education, the relationship between cross-linguistic/cross-cultural competence and social cohesion and innovation, intergenerational transmission of languages other than English, and the implications of increasingly sophisticated machine translation for second language education and use.

Reporting to the Head of School, the Postdoctoral Research Fellow will be co-supervised by the Director of Research in the School of Languages and Cultures (SLC) and a Senior Research Fellow in the Institute for Social Science Research (ISSR) to advance this research program.

Duties

Duties and responsibilities include, but are not limited to:

Research

- Develop and undertake a research program on the social and/or economic benefits of learning additional languages.
- Publish original research, jointly or individually as appropriate, across a range of publication outlets.
- Attend and present research at national and international conferences.
- Cooperate with colleagues and postgraduate students in the development of joint research projects where appropriate.
- Develop, as appropriate, applications for external research funding.
- Contribute to supervision of Honours, Masters and PhD students in the School (as appropriate)

Teaching

- Undertake limited teaching – approximately 10% of time (one course/year), with details subject to negotiation.

Service and Engagement

- Perform a range of administrative functions in the School.
- Foster the School’s relations with industry, government departments, professional bodies and the wider community.
- 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 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 Head of School.
**SELECTION CRITERIA**

**Essential**

- Completion of a PhD, or significant progress towards such a qualification, in an area of Applied Linguistics, Educational Policy, Economics of Education, Sociology of Education, or related fields.
- Track record of peer-reviewed research publications relating to the social and/or economic benefits of learning additional languages.
- Demonstrated teaching skills at undergraduate and/or postgraduate levels.
- Demonstrated high-level written and oral communication skills.
- Demonstrated high-level interpersonal skills, including the ability to consult with researchers from a variety of disciplinary backgrounds.
- An ability to work independently and as part of a team with a high level of motivation.
- An ability to work in a culturally diverse environment.
- An ability to establish effective relationships and to represent and promote an academic discipline at a university and wider community level, including industry, government and professional bodies.

**Desirable**

- Capacity to contribute to honours and/or postgraduate student supervision.

**Program of Research**

Outline a clear and innovative plan (c. 2 pages) for a program of research relating to the Socioeconomics of (additional) Languages. Preference will be given to those programs of research that extend or complement extant research strengths amongst staff in the School of Languages and Cultures (https://languages-cultures.uq.edu.au/research/our-research).

**Seminar**

Applicants invited for interview may be expected 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 the contact person listed in the job advertisement.