Appointment of
Associate Lecturer, Lecturer, Senior Lecturer, or Associate Professor
100% of UQ research is at world standard or above (ERA 2015)

A top 50 global university

UQ discoveries have produced US$16 billion in gross product sales

UQ secured $366.9 million in research grants and contracts in 2017

A top 20 global university for life sciences

UQ enrolled 4436 higher degree research by students in 2017

400+ international partner institutions

UQ has grown industry funding for research since 2012 by 44%

UQ has graduated more than 14,000 PhDs

173 UQ staff and emeritus professors are Fellows of Australia’s learned academies
Aboriginal and Torres Strait Islander Studies Unit

The Aboriginal and Torres Strait Islander Studies (ATSIS) Unit was established at The University of Queensland in 1984, recognising the importance of support for Aboriginal and Torres Strait Islander students, and engagement with Indigenous communities. The activities of the ATSIS Unit are guided by the objectives of The University of Queensland Strategic Plan. The ATSIS Unit strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ’s learning, discovery and engagement activities.

The ATSIS Unit has offices on the St Lucia and Gatton campuses and remote assistance is provided to students at other UQ campuses or locations.

All employees within the Aboriginal and Torres Strait Islander Studies Unit require a demonstrated understanding and acceptance of Aboriginal and Torres Strait Islander identities and cultures.

The ATSIS Unit reports to the Office of the Pro-Vice-Chancellor (Indigenous Engagement), which is responsible for:

- leading the strategic development, implementation and monitoring of the whole-of-University approach to Indigenous learning, discovery and engagement;
- strengthening leadership within the University in relation to Indigenous education; and
- building links with communities.
Role of Associate Lecturer, Lecturer, Senior Lecturer, or Associate Professor

Primary purpose of the position
The ATSIS Unit is committed to providing a supportive environment for students. The successful appointee will engage in teaching, service/engagement, research and other activities associated with the Unit. The appointee will require an extensive knowledge and/or high-level understanding of the discipline of Aboriginal and Torres Strait Islander studies, strong knowledge of community protocols specific to Aboriginal and Torres Strait Islander peoples, and well established connections to communities.

The appointee will work with the support and guidance of more senior academic staff and is expected to develop expertise in teaching and research with an increasing degree of autonomy. The academic is expected to have an emerging profile in teaching and in disciplinary research as is commensurate with the level of appointment. The appointee will also be expected to undertake academic administrative roles associated with teaching and research activities.

Several positions will be offered, ranging from Associate Lecturer (Level A) to Associate Professor (Level D), depending on experience.

Duties

Teaching and Learning
At Level A:

• Teach undergraduate courses in the Aboriginal and Torres Strait Islander Studies major and other programs as required, including tutorials, practical sessions, seminars, lectures, eLearning modules, and flexible delivery modes
• Develop, implement, and evaluate course material, and provide input into curriculum review and development
• Consult with students, including some involvement with Honours and, where appropriate, Higher Degree by Research students
• Contribute to the University’s program of incorporating Indigenous perspectives into teaching and learning, including through collaboration with academic staff of other programs and schools on curriculum design and delivery
At Level B, the criteria as listed above, in addition to the following:

• Coordination of one or more undergraduate courses per semester
• Contribute to supervision of Higher Degree by Research students
• Provide support for other academic positions within the Unit

At Level C, the criteria as listed above, in addition to the following:

• Coordination of a significant aspect of the undergraduate or postgraduate program
• Supervision of Higher Degree by Research students
• Work with the senior academic staff in the ATSIS Unit to provide a substantial degree of leadership in the delivery of the major, including course development, delivery and course and program co-ordination.

At Level D, the criteria as listed above, in addition to the following:

• Demonstrate effective leadership and excellence in a range of settings and roles.
• Supervise, as a Principal Supervisor, Higher Degree by Research Students

Research

At Level A:

• Develop a program of applied and contract research in a relevant area.
• Work with colleagues and postgraduates in applications for competitive research funding and the development and publication of joint research projects

At Level B, in addition to Level A:

• Achieve national recognition in the area of research
• Have an established record of publication or exhibition in high-quality outlets and work with colleagues and postgraduates in the development of joint research projects.

At Level C, in addition to Levels A and B

• Contribute as a chief investigator and obtain and successfully manage external research funds
• Develop an international profile in the field through publication or exhibition in
• Develop programs of academic research in a specialist field,
• Work with colleagues at the University of Queensland and/or external organisations to develop collaborative research projects

At Level D, in addition to Levels A, B, and C

• Demonstrate evidence of quality and impact through publications
• Obtain external competitive research funds as a Chief Investigator
• Mentor junior academics and researchers
Service and Engagement

- Perform a range of administrative functions in the Unit relating to academic functions and general operations.
- Contribute to the processes that enable the academic team to manage the work of the Unit, including participation in Unit decision-making and serve on Unit committees.
- Foster the Unit’s relations with industry, government departments, professional bodies and the wider community, especially within Aboriginal and/or Torres Strait Islander communities.
- Any other duties as reasonably directed by your supervisor.
- Engage with other members of the University community through a range of formal and informal mechanisms to contribute to the cultural competency of all university staff and students.
- Promote the Unit’s research and teaching programs.

Other

Ensure you are aware of, and comply with, legislation and University policy relevant to the duties undertaken, including:

- The University’s Code of Conduct: ppl.app.uq.edu.au/content/1.50.01-code-conduct
- Uphold the University values and foster a culture across the portfolio that encourages collaboration, innovation, and service delivery aligned with the University’s values: about.uq.edu.au/strategic-plan/vision-mission-values
- Requirements of the Queensland Work Health and Safety legislation and related responsibilities and procedures developed by the University: uq.edu.au/ohs/index.html?page=133956
- The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University sustainability responsibilities and procedures: sustainability.uq.edu.au/policies-and-procedures/responsibilities
- 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: ppl.app.uq.edu.au/content/3.30.13-esos-compliance-commitment
Selection criteria

This is an identified position and the occupant must be of Aboriginal and/or Torres Strait Islander descent under sections 25 and 105 of the Queensland Anti-Discrimination Act 1991.

At Level A:
- Completion, or working towards completion, of a PhD
- Demonstrated expert knowledge in the area of Aboriginal and Torres Strait Islander studies or related area
- Demonstrated ability to establish effective relationships, and to represent and promote the academic discipline at with internal and external stakeholders at a university and wider community level, including industry, community liaisons, government, and professional bodies
- Experience in liaising and collaborating with external agencies to develop co-operative research initiatives
- Experience in the re/design of curricula, including through the introduction of Aboriginal and Torres Strait Islander perspectives across a range of disciplinary areas

At Level B, in addition to Level A:
- Possess an established record of publication or exhibition in high-quality outlets and work with colleagues and postgraduates in the development of joint research projects
- Evidence of a contribution to research, including participating in external grant applications
- Evidence of contributions at undergraduate, Honours and postgraduate levels, with responsibility for the preparation and delivery of substantial course modules and coordination of one or more courses, including collaboration in curriculum design and delivery where appropriate

At Level C, in addition to Levels A and B:
- Record of supervision of Higher Degree by Research students
- Demonstrated capacity for independent research, contribute as a chief investigator including collaborations which yield new insights and opportunities and will be expected to obtain and successfully manage significant external research funds
- Achievement of national recognition and with a developed international profile for research in the field through publication or exhibition in high quality outlets and, where relevant, by the impact of their research on policy, practice and/or commercialisation
- Demonstrated ability to teach across different settings, resulting in continuous improvement of curriculum, teaching resources and approaches
- Successful coordination of a significant aspect of a program (e.g. a major, a clinical teaching unit or a field of study), or a significant contribution to the development or coordination of teaching in their school or faculty
At Level D, in addition to Levels A, B, and C:

- Demonstrable evidence of effective leadership and excellence across teaching, research, and service delivery
- Record of sustained and outstanding impact and achievement that is nationally recognised
- Record of supervising Higher Degree by Research students to completion as Principal Supervisor
- Evidence of quality and impact of their work through publication or exhibition in internationally-recognised outlets, and, where relevant, through its impact on policy, practice and/or commercialisation
- A record of successful applications for external research funding in a chief investigator role and mentoring of more junior academics and researchers

Selection committee

The selection committee for these appointments will be chaired by Professor Bronwyn Fredericks, Pro-Vice-Chancellor (Indigenous Engagement).
Working at the University of Queensland

The University of Queensland (UQ) employs more than 6,600 academic and professional staff. UQ is a great place to work and is a culturally inclusive space for staff and students, where diversity is valued. All of UQ’s work is based around its values of pursuit of excellence, creativity and independent thinking, honesty and accountability, mutual respect and diversity and supporting our people. The University of Queensland (UQ) acknowledges and respects Aboriginal and Torres Strait Islander peoples as First Australians. We value and celebrate the uniqueness of knowledges, cultures, histories and languages that have been created and shared for at least 65,000 years. Our vision is to build a strong sense of belonging in an inclusive UQ that works respectfully with Aboriginal and Torres Strait Islander students, staff and communities in teaching, learning, research and collaboration – embracing and enhancing the best of our nation's and the world's diversity.

UQ is committed to Aboriginal and Torres Strait Islander peoples’ learning, discovery and engagement. The University’s Strategic Plan outlines strategies aimed at increasing opportunities for Aboriginal and Torres Strait Islander peoples, which are supported through the development of a Reconciliation Action Plan and Aboriginal and Torres Strait Islander Employment Strategy. The UQ Strategic Plan commits to:

- strive for the personal and professional success of our Aboriginal and Torres Strait Islander students, staff and alumni;
- positively influence society through knowledge;
- support and develop inspirational leadership; and
- advance ideas that benefit the wider community.

UQ provides staff with a beautiful working location and welcoming campus culture. Working at UQ will provide you with a range of benefits including:

- flexible working culture, with access to a range of flexible working arrangements;
- cultural leave for Aboriginal and Torres Strait Islander staff;
- access to services on campus, including childcare centres;
- health and wellbeing initiatives; and
- opportunities to connect with staff networks, such as the Aboriginal and Torres Strait Islander Staff Network and the UQ Ally Network.

More information about life at UQ including staff benefits, relocation and UQ campuses is available at uq.edu.au/current-staff/working-at-uq
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 initial appointment will be for a period of five years.

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 addressing the selection criteria. Applicants should provide the names and contact details of at least three potential referees.
Cultural Support at UQ

Support efforts are led by Professor Bronwyn Fredericks, Pro-Vice-Chancellor (Indigenous Engagement), who is responsible for leading and strengthening Indigenous strategies and building links with the community.

Workplace Diversity and Inclusion, including the Australian Indigenous Employment Coordinator, provides information and support to staff and drives strategies and initiatives to create a safe, welcoming and inclusive space for staff at UQ that values the strength of diversity.

UQ Aboriginal and Torres Strait Islander Staff Network meets multiple times a year, providing an opportunity for a culturally friendly catch up where you can have a yarn and discuss matters that are important to the Aboriginal and/or Torres Strait Islander communities.

The Aboriginal and Torres Strait Islander Studies (ATSIS) Unit strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ’s learning, discovery and engagement activities and supports students from pre-enrolment through to graduation.

The Goorie Berrimpa Student Collective is the Indigenous student collective for Aboriginal and Torres Strait Islander students at UQ; the name translates into ‘meeting place’.

The Poche Centre for Indigenous Health provides national leadership in urban Indigenous health research and workforce development.

How to apply

Applications should include a full curriculum vitae and a statement addressing the selection criteria. Applicants should provide the names and contact details of at least three potential referees.
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.
Leadership capability expectations

The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ’s strategic direction, and 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.
About Brisbane

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.
The University of Queensland

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 (32)*, 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 52,000 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 16,400 postgraduate and about 15,400 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.

In December 2017, UQ celebrated its 250,000th graduate joining its global alumni network, which includes approximately 13,800 PhDs and spans more than 170 countries.

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 2018 measured by the Impact indicator P(top 10%), ordered by P(top 10%) with fractional counting
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