Appointment of
Senior Research Fellow
or Principal Research Fellow

THE QUEENSLAND BRAIN INSTITUTE
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The Queensland Brain Institute

The Queensland Brain Institute (QBI) was established in 2003 on the St Lucia campus of UQ, and is home to more than 450 staff and students, including 38 Group Leaders. The goal of QBI researchers is to understand the fundamental principles underpinning brain development and adult brain function in both health and disease. We believe that success in these endeavours will lead to a revolution in treatments for neurological disorders, including Alzheimer’s disease and motor neurone disease, and neuropsychiatric disorders such as autism and schizophrenia.

Details of the Institute may be accessed from the website: www.qbi.uq.edu.au

Our commitment to workplace diversity and inclusion

The developmental neuroscience, systems neuroscience and/or neuro bio-engineering disciplines are currently under-representative of gender diverse academics. Hence, this position is only accepting applications from female and gender diverse candidates to improve gender equity in STEMM disciplines at UQ.

Strategies, Plans and Governance

UQ values equity, diversity and inclusion, and seeks to reflect the broader community by attracting and retaining high-quality staff from a range of backgrounds.

We are committed to identifying and addressing areas of under-representation among staff and aim to provide a respectful and healthy work environment for staff from all backgrounds, focusing on 6 key areas:

• Aboriginal and Torres Strait Islander employment
• gender
• sexuality, gender and sex
• cultural and linguistic diversity
• disability
• work and caring responsibilities.
Improving Gender Equity

UQ is proud to be a Bronze Institutional Award level recipient in the SAGE Athena Swan Program and a Silver Awardee for the AWEI. We remain committed to improving gender equity in the workplace, demonstrated by:

• Workplace Gender Equality Agency (WGEA)
• SAGE Pilot of Athena SWAN
• University of Queensland Strategic Plan
• UQ’s diversity and inclusion policies and procedures
• UQ Ally Network

Our initiatives include:

• increasing the proportion of women in senior positions
• increasing support for career progression of women in research
• providing equal remuneration for women and men for work of equal or comparable value
• removing barriers that prevent women from participating equally in the workplace
• providing more access to resources for women to achieve leadership roles
• eliminating assumptions of caring responsibilities of men and women
• changing workplace culture to embrace gender equality as a normative practice
• assisting in making transition from parental leave to return to work as smooth as possible.

Listen to our inspiring interviews from women who have found success in academic and professional roles at UQ featured in our Women Finding Success Podcast.
Roles of Senior Research Fellow, Principal Research Fellow

About the position

QBI is seeking to appoint an outstanding female Senior Research Fellow or Principal Research Fellow to shape and expand QBI’s research themes of developmental neuroscience, systems neuroscience and/or neuro bio-engineering. This position will be key in leading our strategic agenda to develop new initiatives in collaboration with multiple stakeholders both locally and internationally. As a research focused academic at level C or level D, the incumbent is expected to demonstrate outstanding leadership in guiding the development of others and in the pursuit of major funding initiatives as well as providing intellectual leadership beyond their specific areas of research.

A Senior Research Fellow (Assistant Professor, internationally) will engage in research and leverage their established record of achievement and national recognition in their discipline to develop their international profile. At this level it is expected that the incumbent will participate in a range of high-level service and engagement activities.

As a research focused academic at level C the incumbent will provide leadership in research, including research training and supervision of Higher Degree by Research students.

A Principal Research Fellow (Associate Professor, internationally) will engage in research and demonstrate a sustained record of outstanding contributions and achievement that is internationally recognised in their field of research. At this level it is expected that the incumbent will take on a leadership role in service and engagement activities.

As a research focused academic at level D the incumbent will undertake leadership roles including research training and supervision of Higher Degree by Research students.
Duties

Research Focused Academic Level C

Research
• Undertake independent research resulting in national recognition and a developing international profile in their research area.
• Encourage, initiate and coordinate strategic collaborative research projects in related areas of expertise across the University as well as at national and international levels.
• Lead a research team, drive individual/team commitment in the pursuit of quality research outcomes and take an active role in mentoring more junior academics and researchers.
• Consistently seek and obtain external research funding and manage a successful research portfolio.
• Maintain an active and effective record of publishing in high quality international research journals and other appropriate refereed publications.
• Act as principal supervisor for Higher Degree by Research students.

Service and Engagement
• Advance external links by collaborating in external activities and sustaining relationships with industry, government departments, professional bodies and the wider community.
• Participate in a range of high-level internal service roles, including in decision-making fora and relevant committees.
• Perform a range of administrative functions as required.
• Perform any other duties as reasonably directed by your supervisor.
Research Focused Academic Level D

Research

• Undertake independent research that, where possible, impacts on policy, practices and/or commercialisation (where relevant) resulting in internationally recognised achievements in the research area.

• Assist in shaping significant and strategic research agendas that yield new insights and opportunities to represent and promote the discipline area in leading academic and research fora.

• Lead a research team, drive individual/team commitment in the pursuit of quality research outcomes and take an active role in mentoring more junior academics and researchers.

• Consistently initiate and lead as the chief investigator external research funding applications and manage a successful research portfolio.

• Maintain a record of outstanding contributions to the field through publishing in high quality international research journals and other appropriate refereed publications.

• Act as principal supervisor for Higher Degree by Research students.

Service and Engagement

• Advance external links by demonstrating leadership in external roles/activities and sustaining strategic relationships with industry, government departments, professional bodies and the wider community.

• Make a strong contribution to the governance of the organisational unit, including demonstrating leadership through a high level of participation in decision-making fora, serving on relevant committees and mentoring less experienced staff.

• Perform a range of administrative functions as required.

• Perform 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 the Institute Director, QBI.
The filling of this position is intended to constitute an equal opportunity measure under Section 105 of the Anti-Discrimination Act 1991 (Qld). The position is therefore only open to female and gender diverse applicants.

**Selection criteria**

**Research Focused Academic Level C**
- Completion of a PhD in the discipline area.
- Ability to successfully lead a research team to deliver tangible outputs.
- National and international recognition in the area of expertise, and an established record of publications in reputed refereed journals and presentations at conferences.
- A strong record of successfully seeking and obtaining external research funding.
- Supervision of Honours and Research Higher Degree students to successful completion.
- A growing record of service roles within the university and research community.

**Research Focused Academic Level D**
- Completion of a PhD in the discipline area.
- Demonstrated ability to successfully lead a research team to deliver tangible outputs.
- A sustained record of impact and achievement in the disciplinary area.
- International recognition in the area of expertise and an excellent record of publications in reputed refereed journal and presentations at conferences.
- Ability to effectively lead a research team, with an excellent record of successfully seeking, obtaining and managing significant external competitive research funding.
- A record of supervision of Honours and Research Higher Degree students to successful completion.
- A strong record of service roles with evidence of leadership within the university and research community.
- Well-developed communication, interpersonal and consultative skills and the ability to work collaboratively with colleagues from a multidisciplinary background.

**Additional Information**

UQ is committed to a fair, equitable and inclusive selection process, which recognises that some applicants may face additional barriers and challenges which have impacted and/or continue to impact their career trajectory. Candidates who may not meet all of the essential criteria are strongly encouraged to apply for and demonstrate their potential in the role, even if certain selection criteria can’t be met. Candidates may also wish to proactively outline any barriers/challenges which have impacted their career. The selection panel will consider both your potential and any performance relative to opportunity considerations when assessing your suitability for this role.

This appointment is available at Level C or D depending on experience. QBI is committed to proactively supporting the appointee with development opportunities to assist them to realize their full potential.
Conditions of employment

Employment type
This is a full-time, fixed-term position for 5 years at Academic Level C or D. Flexible working arrangements may be negotiated.

Salary and benefits
At Academic Level C, the full-time equivalent base salary will be in the range $121,939 – $140,603, plus super of up to 17%. The total FTE package will be in the range $142,668 – $164,505.

At Academic Level D, the full-time equivalent base salary will be in the range $146,824 – $161,756 plus super of up to 17%. The total FTE package will be in the range $187,918 – $207,028.

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

Selection Process
Applicants invited for interview will be expected to present a seminar in conjunction with the selection interview process.

Queries
To discuss this position, please contact Professor Helen Cooper – Deputy Director (Research) on h.cooper@uq.edu.au.

How to apply
To submit an application for this role, use the apply button. All applicants must supply the following documents:
• Cover letter
• Resume
• Responses to the Selection Criteria

To satisfy pre-requisite questions and ensure your application can be considered in full, all candidates must apply via the UQ Careers portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.
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), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (39), QS World University Rankings (47), Academic Ranking of World Universities (51), and Times Higher Education World University Rankings (62).

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 55,300 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 19,900 postgraduate and approximately 20,200 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 280,000 graduates are an engaged network of global alumni spanning more than 170 countries, and include more than 15,400 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 the number one recipient of Australian Research Council Fellowships and Awards nationally across all scheme years (419 awards worth over $290 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than $22 billion.

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; a member of the Association of Pacific Rim Universities (APRU); 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 7200 academic and professional staff (full-time equivalent) and has a $2.19 billion annual operating budget.
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.

LONG-TERM OBJECTIVES

1. Transforming our student experience through a flexible, integrated and partnered learning environment
2. Enhancing our high quality research by improving our capacity to collaborate to achieve greater impact
3. Building engaged and strategic partnerships with a broad range of local and global networks
4. Committing to activities that attract, support and retain a diverse and inclusive community of high achieving staff and students
5. Building an agile, responsive and efficient University operation
6. Diversifying our income streams and managing our resources to establish a sustainable financial base

MEDIUM-TERM STRATEGIC FOCUS AREAS

1. Transforming our student experience through a flexible, integrated and partnered learning environment
2. Enhancing our high quality research by improving our capacity to collaborate to achieve greater impact
3. Building engaged and strategic partnerships with a broad range of local and global networks
4. Committing to activities that attract, support and retain a diverse and inclusive community of high achieving staff and students
5. Building an agile, responsive and efficient University operation
6. Diversifying our income streams and managing our resources to establish a sustainable financial base
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, 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.
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
- UQ Reconciliation Action Plan:
  about.uq.edu.au/reconciliation/plan
- UQ Aboriginal and Torres Strait Islander Employment Strategy:
  staff.uq.edu.au/information-and-services/human-resources/diversity/aboriginal-torres-strait-islanders