INFORMATION FOR CANDIDATES
DIRECTOR, UQ POCHÉ CENTRE FOR INDIGENOUS HEALTH

APPOINTMENT WITH:

- **FACULTY OF HEALTH AND BEHAVIOURAL SCIENCES**, THE UNIVERSITY OF QUEENSLAND
An outstanding opportunity is available for an Indigenous scholar to provide academic and strategic leadership as the Director of the UQ Poche Centre for Indigenous Health. The UQ Poche Centre for Indigenous Health was established in 2015 through a generous philanthropic donation from Mr Greg Poche AO and Mrs Kay van Norton Poche. The UQ Centre is one of five centres within the national Poche Indigenous Health Network and seeks to provide national leadership in urban Indigenous health research and workforce development.

An opportunity now exists for an outstanding Indigenous scholar to become Director of the Centre. The primary role of the Director is to provide academic and strategic leadership, oversee the research and workforce development activities of the Centre and lead UQ’s engagement with the Centre’s internal and external stakeholders as well as the broader Australian community.

Professor Bruce Abernethy
Executive Dean
Faculty of Health and Behavioural Sciences
The University of Queensland (UQ) contributes positively to society by engaging on 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 the 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 (45), 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 included more than 14,000 postgraduate scholars and more than 13,000 international students from 144 countries, adding to its proud 250,000-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 $13 billion + (see http://uniquest.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.

UQ currently has 435 Indigenous Australian students and 149 staff (62 of whom are on fixed and continuing appointments and 87 of whom are on casual appointments).

Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences is a strong Faculty that has a coherent focus on health and well-being underpinned by a clear integrative theme related to preventative health and behaviour change. The Faculty currently includes six schools and five research centres:

- 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
• Queensland Alliance for Environmental Health Sciences (QAEHS)
• Centre for the Business and Economics of Health
• POCHÉ Centre for Indigenous Health
• Centre for Youth Substance Abuse Research (CYSAR)
• RECOVER Injury Research Centre

Further information is available at www.habs.uq.edu.au.

About the UQ Poche Centre for Indigenous Health

The UQ Poche Centre for Indigenous Health was established following a $10 million donation to UQ from Mr Greg Poche AO and Mrs Kay van Norton Poche. The Centre is part of the national Poche Indigenous Health Network, together with Poche Centres at the University of Melbourne, the University of Sydney, the University of Western Australia and Flinders University in Adelaide and Alice Springs.

The UQ Poche Centre for Indigenous Health addresses two key challenges and concentrates UQ’s Indigenous and health expertise towards:

1. Developing a skilled and available workforce, both Indigenous and non-Indigenous, to respond to the challenges in Aboriginal and Torres Strait Islander health, through:
   a. supporting Indigenous people to make informed choices and create pathways into a career in health; and
   b. contributing to the education and training of both Indigenous and non-Indigenous researchers and practitioners working in Indigenous health.

2. Improving urban Indigenous health outcomes across the life course, through:
   a. translational research, in collaboration with primary care providers and hospitals, that responds to needs identified by Indigenous communities. The Centre’s research focus is on improved models of health service delivery to urban Indigenous people, with a major emphasis on prevention and education, across the life-course – maternal and child health, the health of young people, and the health of adults and older persons; and
   b. encouraging more Indigenous undergraduate students into postgraduate research programs and supporting the development of Indigenous researchers.

A key partner in the activities of the UQ Poche Centre is the Institute for Urban Indigenous Health (http://www.iuih.org.au/) with whom UQ has a formal agreement.

Following the resignation of the UQ Poche Centre’s inaugural Director, Emeritus Professor Cindy Shannon, the University is now seeking to appoint a full-time Director to lead the Centre through the next phase of its development.

PURPOSE OF POSITION

The Director is responsible for providing leadership for the UQ Poche Centre for Indigenous Health, overseeing the activities of the Centre and leading UQ’s engagement with the Centre’s internal and external stakeholders as well as the broader Australian community. The Director will provide strong Indigenous leadership in the health sector.

EMPLOYMENT TYPE

Full-time fixed-term.

CLASSIFICATION LEVEL

A full time, five year fixed-term appointment as Director (Academic level D or E) will be offered to the successful applicant in the first instance with a possible continuation by negotiation for a further term.

ORGANISATIONAL RELATIONSHIPS

The Centre Director will report to the Executive Dean, Faculty of Health and Behavioural Sciences. The Centre Director is required to provide regular reports to the UQ Poche Centre Advisory Board that meets a minimum of twice annually.

ROLE AND RESPONSIBILITIES

The main duties and responsibilities include but are not limited to:

**Strategic leadership, governance and planning**

- Provide strategic leadership to the UQ Poche Centre to ensure that it delivers on its objectives in research and workforce development, to benefit students and Aboriginal and Torres Strait Islander communities and peoples
- Lead the development of the Centre’s strategies and work plans, and lead and support the implementation of those plans
- Actively contribute to the strategic direction, policies and plans of the University in Indigenous health matters including teaching and learning, research and engagement
- Promote the profile, reputation and impact of the Centre
- Operate the Centre within the approved governance structure, including reporting to and implementing the decisions of the Poche Centre Advisory Board and Charing the Poche Centre Management Committee.

**Program development and evaluation**

- Lead the development and implementation of the Centre’s programs in workforce development and research, ensuring that programs are properly designed, developed and supported so that they meet their agreed targets. This includes:
  - For outreach programs, collaborating with the University’s faculties and community and industry partners on outreach programs that support Indigenous people into careers in health (including the current program of InspireU Health and the Institute for Urban Indigenous Health’s (IUIH) Deadly Choices program)
  - For programs in teaching and learning, managing the Centre’s contributions to curriculum design and delivery in Indigenous health including negotiating and implementing service teaching arrangements with the University’s faculties, institutes, schools and centres as appropriate
  - For programs in research, building the Centre’s research profile and output including:
    - Developing and co-ordinating external research grant applications for projects in Indigenous health, through collaboration with other researchers in the University, the UQ Poche Centre partners, the Poche Indigenous Health Network and more widely in the academic and Indigenous health research communities;
• Implementing internal seed funding programs that support the Centre’s objectives, promote research collaboration with our core partners and build UQ’s capacity in Indigenous health research;
• Promoting and initiating research that has practical outcomes and applications which strengthen the health and well-being of Indigenous health; and
• Attracting and supervising to successful completion RHD students undertaking research in Indigenous health
  o Facilitating the recruitment and retention of Indigenous researchers, ensuring appropriate support and a culturally sage environment, including through the award of Poche Scholarships, mentoring and academic support for Poche Scholars and overseeing the Centre’s involvement in UQ’s summer and winter research program to encourage coursework students into research careers.

Engagement

• Fostering the development and building of partnerships and collaborations with Indigenous communities, peoples and organisations
• Actively engaging with the Poche Indigenous Health Network, industry and community partners and other stakeholders to advance Indigenous health needs
• Actively contributing to national Indigenous health agendas, policy and planning reform and public discussion about Indigenous health
• Mentoring and coaching emerging leaders in Indigenous health
• Representing the University and the Centre on internal and external committees relevant to Indigenous health
• Maintaining and enhancing effective engagement with the Centre’s network of partner organisations, and Affiliate, Adjunct and Honorary staff
• Actively contributing, as a member of the Executive of the Faculty of Health and Behavioural Sciences, particularly through the provision of an Indigenous perspective on matters of core interest to the Faculty.

Management

• Ensuring that the Centre is responsibly managed and operates within the University’s policies and procedures
• Providing effective supervision and management of the Centre’s staff, in compliance with the University’s policies and procedures
• Managing the Poche Centre’s financial and human resources as appropriate, ensuring that resources are effectively utilised to deliver planned outcomes
• Ensure regular progress reports on the Centre’s activities, resources and finances are communicated to relevant parties including the donors or their representative, the Poche Advisory Board and UQ Poche Centre partners
• Undertaking any other and duties and tasks as requested by the University that may be reasonably expected of the position.
SELECTION CRITERIA

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the ‘Role and Responsibilities’ described above, the ideal applicant will be someone who can demonstrate the following:

**Essential**

- Recognised degree qualification in a relevant discipline
- Recognition as an authority and academic thought leader in the field of Indigenous health
- Demonstrated strategic leadership at an organisational level, with a proven record of effective strategic vision, direction and delivery of successful outcomes, in relation to the health and/or education of Indigenous Australians
- An established track record of working effectively with multiple stakeholders, including Indigenous communities, health authorities, and/or educational providers, to develop and implement projects providing health benefits to Indigenous Australians
- Demonstrated knowledge of the legislative and regulatory frameworks which relate to Aboriginal and Torres Strait Islander health in Australia
- Demonstrated capability to contribute to significant policy development and change, in relation to Aboriginal and Torres Strait Islander health matters, including experience in leading and implementing change at the university/institutional level
- Demonstrated high level interpersonal and communication skills, including in Aboriginal and Torres Strait Islander contexts, with the ability to engage, communicate, consult, inspire, influence and work collaboratively with others and in a way commensurate with the Vision, Mission and Values of the University
- Demonstrated management and administration skills in relation to the efficient and effective management of people and financial resources, including the ability to build, lead, motivate and manage high performing teams
- A commitment to advocacy of the vision of the University and its objectives in relation to the Aboriginal and Torres Strait Islander communities
- Exemplifies credibility and accountability with the outstanding personal qualities of openness, respectfulness and integrity and a commitment to equity, diversity and collegiality.

**Desirable**

- A PhD in a relevant discipline
- A strong record of excellence in teaching and research in areas of direct relevance to the enhancement of Indigenous health
- Knowledge of issues facing the higher education sector.
HOW TO APPLY

Initial enquiries, in confidence, should be made to Professor Bruce Abernethy, Executive Dean, Faculty of Health & Behavioural Sciences, phone +61 7 3365 7969 or e-mail habs.execdean@uq.edu.au.

To submit an application for this role please provide the following information:

1. A covering letter.
2. Written response to selection criteria addressing your ability to meet the requirements on previous page and within the context of the ‘role and responsibilities’.
3. Your current CV or resume, including two referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current, immediate or past supervisor.

Please note, applications close at 11.55pm (Australian Standard Time) on Sunday 1 July 2018.

The University of Queensland values diversity and inclusion.

Applications are encouraged from Aboriginal and Torres Strait Islander peoples. For further information please contact our Indigenous Employment Coordinator at: atsi_recruitment@uq.edu.au. Applications are also encouraged from women. This role is a full-time position; however flexible working arrangements may be negotiated.
ADDITIONAL INFORMATION FOR APPLICANTS

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

• The University’s [Code of Conduct](#)

• Requirements of the Queensland occupational therapy 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.