



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

# Appointment of Research Focused Positions – Biostatistics and Implementation Science

HEALTH RESEARCH ACCELERATOR (HERA)



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## Welcome message



Professor Geoff McColl  
Executive Dean, Faculty of Medicine and  
HERA Chair and Program Owner

Addressing the world's most pressing health and medical research challenges requires a transformative approach that nurtures different perspectives, expertise and embraces diversity to achieve more than what can be accomplished in a traditional research model. That is what UQ's Health Research Accelerator, or HERA, will achieve.

Through HERA, we will bring together researchers, partners and end-users who share a common goal, ethos and passion to create novel solutions by leveraging combined capabilities, backgrounds and perspectives.

We are recruiting for research positions across seven HERA Programs of Research and Innovation.

As a UQ HERA researcher, you will be part of a diverse team where the potential for innovation and change is limitless.

In conjunction with other leading and emerging researchers, partners, and end-users you will work in a supportive team environment focused on helping each other to lead innovation, transformation, and user-centric change to drive health transformation.

As part of a high performing team, you will have a shared goal and belief in the work you do, a clear understanding of where you are going and the trajectory of the Program and your role and the value you contribute to achieving remarkable outcomes.

With a world-leading research infrastructure at your disposal, access to UQ's broad talent pool, the opportunity for accelerated professional development, and an endorsed mandate from UQ's Vice-Chancellor, HERA researchers are set up for success.

Our HERA researchers thrive in team environments, embrace new ways of working and have a willingness to share their expertise and skills to not only develop novel solutions needed to tackle major health issues – but to be developed and develop others.

This is an exciting opportunity to be part of a team where you can feel safe to take risks and contribute ideas to deliver high-impact research and health solutions.

If you are ready to be part of something bigger, I encourage you to apply.



## Health Research Accelerator (HERA)

### The Health Research Accelerator Approach

From researchers, developmental specialists, advocate bodies and commercial specialists, government institutions, and end-users – HERA brings together teams with diverse capabilities and backgrounds, united by a shared passion to create novel solutions by leveraging their joint expertise and perspectives.

The team-partner synergy enabled by the HERA will allow us to create new innovations, deliver high-impact solutions and endless opportunities. The University has made a substantial investment in ensuring this innovative model succeeds – by ensuring the necessary capability is in place and that there is strong collaborative engagement between researchers, partners, end-users.

The approach embedded in HERA extends beyond delivering high-impact solutions; it will simultaneously accelerate capacity building, mentoring, career development and diversification of the research workforce.

### HERA Programs of Research and Innovation

Through seven HERA Programs of Research and Innovation UQ will address global health and medical challenges spanning loneliness, vaccines for infectious diseases, and artificial intelligence for healthcare.

By connecting the right mix of researchers, partners and end-users within each Program, and providing the scaffolding needed to succeed at pace, HERA will create an environment where the potential for innovation and change is limitless.

1. Health Workforce Optimisation: Reimagining Skills Mix and Scopes of Practice for Equity, Access
2. The 360-Kids Community network to support children with neurodevelopmental challenges
3. ULTRA Program (The University of Queensland's cLinical Trials cApability)
4. Groups and Relationships to Optimise Wellbeing and Health (GROWTH): A public health solution for prevention and management of loneliness
5. Operational Research and Decision Support for Prevention, Control and Elimination of Infectious Diseases
6. Queensland Digital Health Centre
7. Development of mRNA vaccines



## About ULTRA

### The University of Queensland's cLinical TRials cApability (ULTRA)

Randomised controlled trials (RCTs) are an important component of the healthcare system as they provide gold standard, most robust evidence about the comparative effectiveness and cost-effectiveness of interventions. Evidence from RCTs transforms healthcare, shapes decisions about healthcare expenditure, and most importantly, improves the health of the population.

However, RCTs are typically expensive, have long timelines, often fail to recruit, and take too long to translate their results into clinical practice. Innovation in trials is urgently needed. By employing innovative trial designs, RCTs during the COVID 19 pandemic have delivered rapid outcomes with immediate impact on patient care. Locking in this learning in The University of Queensland's investigator-led RCTS will lead to effective treatments being accessible sooner.

The ULTRA program has been created by the University to build capability and capacity in innovative trial design, conduct, analysis and translation. The program's interdisciplinary team of methodological specialists will lead and collaborate to generate an end-to-end pipeline from 'ideation' through to 'close-out' and translation of investigator-led innovative RCTS.



## POSITION ONE

### Postdoctoral Research Fellow / Research Fellow - Implementation Science in Clinical Trials

As a Postdoctoral Research Fellow, you will be an integral part of ULTRA, contributing to innovative trial design and analysis, collaborating on impactful clinical research projects, and engaging with a diverse team of multidisciplinary researchers on a national and international scale. Meanwhile, Research Fellows (Level B) will play a key role in refining and implementing ULTRA's research program, showcasing leadership on significant clinical research projects, and fostering productive engagements with exceptional multidisciplinary researchers both nationally and internationally.

The focus of our current research interests spans a broad spectrum, encompassing hybrid effectiveness implementation trials, building capacity in the clinical trial workforce for implementation science methodologies, and improving the efficiency of clinical trial translation. Ideal candidates for these roles include clinical researchers in the fields of medicine/health sciences or health services research with a background in implementation science methodologies.

We expect this appointee to efficiently manage service and engagement roles and activities at their respective levels.

### Duties

#### *For Postdoctoral Research Fellow (Academic Level A) appointment:*

#### Research

- Contribute to the team research program to achieve recognition and impact in implementation science in RCTs.
- Produce quality research outputs consistent with discipline norms by publishing or exhibiting in high quality outlets.
- Participate in applications (in conjunction with more senior researchers) for competitive research funding to support projects and activities.
- Work with colleagues in the development of joint research projects.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation.
- Develop a coherent research program and an emerging research profile.
- Review and draw upon best practice research methodologies and contribute to the development of novel approaches to implementation science methodologies in clinical trials

#### Supervision and researcher development

- Contribute to the effective supervision of Honours and / or Higher Degree by Research students (as appropriate).



- Demonstrate personal effectiveness in supervision/mentoring/management of researcher development.
- Effectively lead and develop supervisee/mentee performance and conduct by providing feedback, coaching, and professional development.
- As appropriate, manage research support staff effectively throughout the employee lifecycle in accordance with UQ policy and procedures.
- Working to promptly resolve conflict and grievances when they arise in accordance with UQ policy and procedures.

### **Citizenship and service**

- Demonstrate citizenship behaviours that align to the UQ values.
- Shows leadership of self through collaboration and active participation in priority activities for the unit
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Contribute to internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Begin to develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.

### ***For Research Fellow (Academic Level B) appointment:***

#### **Research**

- Develop an independent and/or team research program to achieve national recognition and impact in implementation science in RCTs.
- Produce quality research outputs consistent with discipline norms by publishing or exhibiting in national research journals, other appropriate refereed publications and conference publications, with a lead role in some outputs.
- Participate in or contribute as chief investigator role (often in conjunction with more experienced researchers) in applications for competitive research funding to support design of implementation science methodologies in projects and activities, which includes actively seeking, obtaining and managing research funding.
- Work with colleagues in the development of joint research projects and applications for competitive research funding support.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation.
- Review and draw upon best practice research methodologies and contribute to the development of novel approaches to implementation science methodologies in clinical trials.



### Supervision and researcher development

- Demonstrates a track record of effective supervision or informal mentoring of Honours and/or Higher Degree by Research students.
- Demonstrates personal effectiveness in supervision and management and development of clinical researcher capability and skill.
- Facilitate engagement opportunities for Higher Degree by Research supervisees Effective lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.
- Manage staff effectively throughout the employee lifecycle in accordance with UQ policy and procedures.
- Working to promptly resolve conflict and grievances when they arise in accordance with UQ policy and procedures.

### Citizenship and service

- Demonstrate citizenship behaviours that align to the UQ values.
- Shows leadership of self and others through mentoring, collaboration and active participation in priority activities for the ULTRA team.
- Effectively and efficiently manage internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Actively pursue and develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.

### *For both Academic Level A and B appointment:*

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, Faculty, Institute or 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 successful candidate for this position (at either level) will report to Associate Professor Ingrid Hickman, the Principal Research Fellow in Implementation Science in Randomised Controlled Trials within the ULTRA team.

## About you

### ***For appointment at Research Focused Academic Level A – Postdoctoral Research Fellow:***

- Completion (or near completion) of a PhD in medicine/health science or health services research.
- An emerging understanding of research utilising implementation science strategies and frameworks in a healthcare setting.
- Demonstrable ability to organise and prioritise work objectives
- Demonstrable ability to effectively communicate implementation science concepts, in writing and verbally.
- A developing reputation and track record of publications in refereed journals and presenting at conferences.
- Evidence of contributions to obtaining and managing grants for research funding.
- Some experience in meaningful internal service roles in conjunction with active contributions to external activities

### ***For appointment at Research Focused Academic Level B – Research Fellow:***

- Completion of a PhD in medicine/health science or health services research.
- A growing profile in research utilising implementation science strategies and frameworks in a healthcare setting.
- Demonstrable ability to be highly effective in organising and prioritising work objectives
- Demonstrable and superior ability to effectively communicate implementation science concepts, in writing and verbally.
- A developing reputation and track record of publications in reputed refereed journals and presenting at conferences.
- Evidence of successfully seeking, obtaining and managing external research funding.
- Experience in meaningful internal service roles in conjunction with active contributions to external activities



## Conditions of employment

### Employment type

This is a fixed-term position for up to three years.

### Salary and benefits

At Academic Level A this position is full-time (100%) and the full-time equivalent base salary will be in the range \$75,808 – \$100,926, plus a generous super allowance of up to 17%. The total FTE package will be up to \$88,696 – \$118,084 annually.

At Academic Level B this position is part time (50% – 80%) and the full-time equivalent base salary will be in the range \$106,079 – \$125,687, plus a generous super allowance of up to 17%. The total FTE package will be up to \$124,113 – \$147,054 annually.

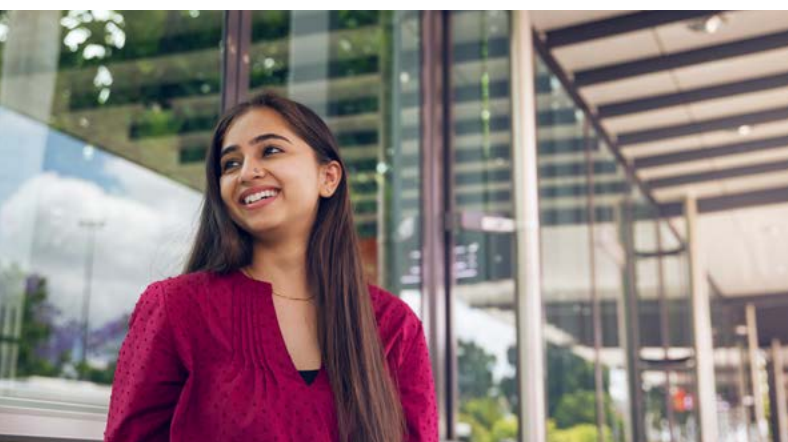
As this role is covered by an Enterprise Agreement, you will also receive regular remuneration increases – at least once a year.

The greater **benefits** of joining the UQ community are broad: from being part of a **Group of Eight** university, to recognition of prior service with other Australian universities, up to 26 weeks of paid parental leave, 17.5% annual leave loading, flexible working arrangements including hybrid on site/WFH options, and genuine career progression opportunities via the academic promotions process.

## How to apply

All applicants **must** upload the following documents via the [UQ Careers](#) portal in order for your application to be considered:

- Resume (3 page maximum)
- Cover letter addressing your motivations for your application
- Responses to the 'About You' section (3 page maximum)



## POSITION TWO

### Postdoctoral Research Fellow / Research Fellow - Biostatistics

As a Postdoctoral Research Fellow (Academic Level A), you'll play a vital role in the ULTRA biostatistics group, contributing to innovative clinical trial design and analysis, collaborating on impactful clinical research projects, and engaging with exceptional national and international methodological and clinical researchers.

In addition, if appointed as a Research Fellow (Academic Level B), you'll help lead the refinement and implementation of the group's research program in innovative clinical trial design and analysis. Your contributions will extend to high-impact clinical research projects, showcasing leadership, and fostering productive engagement with outstanding multidisciplinary national and international researchers.

Explore cutting-edge research areas such as point estimation for trials with adaptive designs, design of adaptive platform trials with time-to-event endpoints, Bayesian methods for early phase trials and safety monitoring, control for multiplicity, novel trial endpoints, and sample size re-estimation.

At both levels, we anticipate your active contribution to, and efficient management of service and engagement roles and activities. This is a unique opportunity to advance your expertise and make a lasting impact in the dynamic field of biostatistics within clinical trials.

### Duties

#### *For Postdoctoral Research Fellow (Academic Level A) appointment:*

#### Research

- Produce quality research outputs consistent with discipline norms and research areas described above by publishing or exhibiting in high quality outlets.
- Participate in applications for competitive research funding to support projects and activities.
- Work with colleagues in the development of joint research projects and applications for competitive research funding support.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Develop a coherent research program and an emerging research profile.
- Review and draw upon best practice research methodologies.

#### Supervision and researcher development

- Contribute to the effective supervision of Honours and Higher Degree by Research students (as appropriate).
- Demonstrate personal effectiveness in supervision/mentoring/management of researcher development.



- Effectively lead and develop supervisee/mentee performance and conduct by providing feedback, coaching, and professional development.
- As appropriate, manage research support staff effectively throughout the employee lifecycle in accordance with UQ policy and procedures.
- Working to promptly resolve conflict and grievances when they arise in accordance with UQ policy and procedures.
- This is a research focused role, however, in the event undergraduate and postgraduate teaching is undertaken it must meet teaching quality expectations as indicated by approved surveys and outcomes for students and improve or innovate where appropriate in response to feedback.

#### **Citizenship and service**

- Demonstrate citizenship behaviours that align to the UQ values.
- Shows leadership of self through collaboration and active participation in priority activities for the unit.
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Contribute to internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Begin to develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.

#### ***For Research Fellow (Academic Level B) appointment:***

##### **Research**

- Develop an independent and/or team research program consistent with the areas described above to achieve national recognition and impact in innovative clinical trial design/analysis.
- Produces quality research outputs consistent with discipline norms. Publish in high quality refereed journals and contribute research at distinguished scientific meetings.
- Work with colleagues in the development of joint research projects.
- Participate in or contribute as chief investigator role (often in conjunction with more experienced researchers) in applications for competitive research funding to support projects and activities. Actively seek, obtain, and manage research funding.
- Contribute to progressing towards transfer of knowledge, technology, and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Review and draw upon best practice research methodologies.

##### **Supervision and researcher development**

- Demonstrate a track record of the effective supervision or informal mentoring of Honours and Higher Degree by Research students.



- Demonstrate personal effectiveness in supervision/mentoring/management/development of researcher capability and skill.
- Facilitate engagement opportunities for Higher Degree by Research supervisees
- Effective lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.
- Manage staff effectively throughout the employee lifecycle in accordance with UQ policy and procedures.
- Working to promptly resolve conflict and grievances when they arise in accordance with UQ policy and procedures.
- This is a research focused role, however, in the event undergraduate and postgraduate teaching is undertaken it must meet teaching quality expectations as indicated by approved surveys and outcomes for students and improve or innovate where appropriate in response to feedback.

### **Citizenship and service**

- Demonstrate citizenship behaviours that align to the UQ values.
- Shows leadership of self and others through mentoring, collaboration and active participation in priority activities for the unit
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Effectively and efficiently manage internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Actively pursue and develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.

### ***For both Academic Level A and B appointment:***

#### **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, Faculty, Institute or 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 successful candidate for this position (at either level) will report to Professor Andrew Martin, ULTRA Team Lead

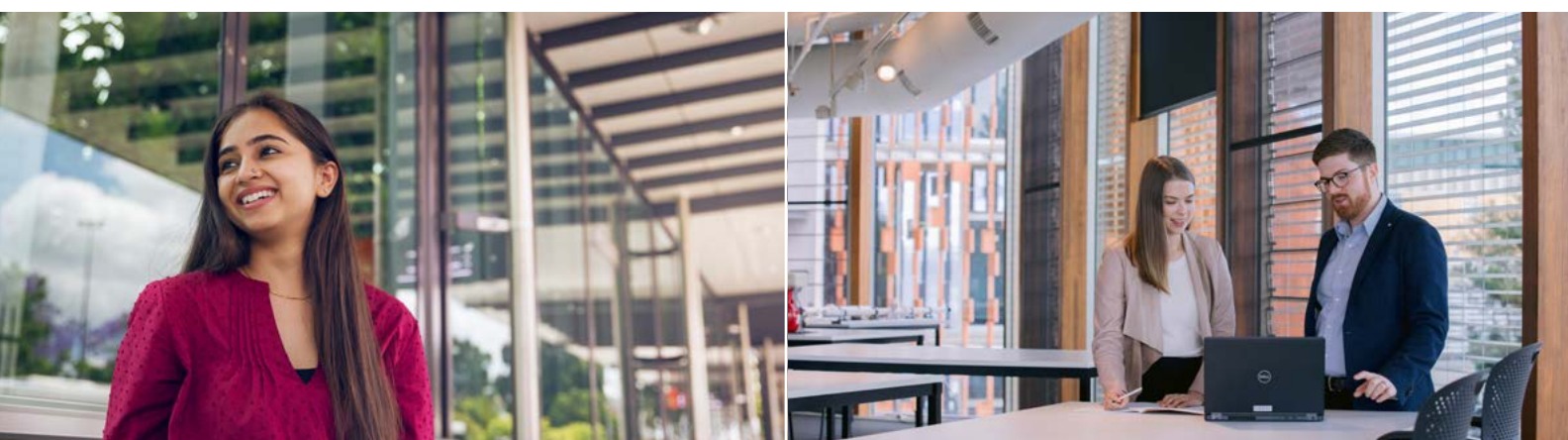
## About you

### ***For appointment at Research Focused Academic Level A – Postdoctoral Research Fellow:***

- Completed or nearly completed a PhD in Biostatistics, or related area, with applicability to clinical trials design / analysis
- An emerging understanding of the methodological features of trials with adaptive designs and/or platform designs (e.g., group sequential, multi-arm multi-stage, basket, umbrella, etc.) and applicability of both frequentist and Bayesian paradigms to such designs
- Accomplished analysis programming skills in at least one software package (preferably R), and demonstrated capacity to develop skills in other statistical software packages (e.g., Python, SAS, STATA, etc.)
- Demonstrable ability to effectively communicate sophisticated statistical concepts, as well as clinical/biological concepts, in writing and verbally
- Demonstrable ability to organise and prioritise work objectives
- An emerging profile in research related to innovative clinical trial design and/or analysis methods
- Evidence of publications in reputed refereed journals and presenting at conferences
- Evidence of contributions on grants for research funding
- Some experience in meaningful internal service roles and contributions towards external activities

### ***For appointment at Research Focused Academic Level B – Research Fellow:***

- Completed a PhD in Biostatistics, or related area, with applicability to clinical trials design / analysis
- A well-developed understanding of the methodological features of trials with adaptive designs and/or platform designs (e.g., group sequential, multi-arm multi-stage, basket, umbrella, etc.) and applicability of both frequentist and Bayesian paradigms to such designs
- A growing profile in research related to innovative clinical trial design / analysis methods, and/or other relevant statistical methodologies for clinical research as evidenced by authorship of quality peer-reviewed publications
- Highly accomplished analysis programming skills in R, and demonstrated capacity to develop skills in other statistical software packages (e.g., Python, SAS, STATA, etc.)
- Demonstrable and superior ability to effectively communicate sophisticated statistical concepts, as well as clinical/biological concepts, in writing and verbally



- Demonstrable ability to be highly effective in organising and prioritising work objectives.
- A developing reputation and track record of publications in reputed refereed journals and presenting at conferences
- Evidence of involvement in successfully seeking, obtaining, and managing external research funding
- A growing record of supervision of Honours and Research Higher Degree students to successful completion
- Experience in meaningful internal service roles in conjunction with active contributions to external activities

## Conditions of employment

### Employment type

This is a full-time (100%), fixed-term position for up to three years at either Academic level A or B. Job share/ multiple fractional appointments (i.e., part time positions) will be considered as an alternative. Eligible and outstanding candidates seeking a remote working arrangement may be considered for a fractional appointment subject to funding constraints.

### Salary and benefits

At Academic Level A, the full-time equivalent base salary will be in the range \$75,808 – \$100,926, plus a generous super allowance of up to 17%. The total FTE package will be up to \$88,696 – \$118,084 annually.

At Academic Level B, the full-time equivalent base salary will be in the range \$106,079 – \$125,687, plus a generous super allowance of up to 17%. The total FTE package will be up to \$124,113 – \$147,054 annually.

As this role is covered by an Enterprise Agreement, you will also receive regular remuneration increases – at least once a year.

The greater **benefits** of joining the UQ community are broad: from being part of a [Group of Eight](#) university, to recognition of prior service with other Australian universities, up to 26 weeks of paid parental leave, 17.5% annual leave loading, flexible working arrangements and flexible start/finish times, and genuine career progression opportunities via the academic promotions process.

## How to apply

All applicants **must** upload the following documents via the [UQ Careers](#) portal in order for your application to be considered:

- Resume (3 page maximum)
- Cover letter addressing your motivations for your application
- Responses to the 'About You' section (3 page maximum)



## The University of Queensland

For more than a century, The University of Queensland (UQ) has created positive change for society 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 (35), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (33), QS World University Rankings (43), Academic Ranking of World Universities (51), and Times Higher Education World University Rankings (70).

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 55,000 students – including the majority of Queensland's highest academic achievers as well as top interstate and overseas students – study across UQ's 3 beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include around 20,000 postgraduate and approximately 21,000 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 311,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,000 PhDs.

UQ's 6 faculties, 8 globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 2,500 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 (452 awards worth \$339 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than \$57 billion.

UQ is one of only 3 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 3 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 7,410 academic and professional staff (full-time equivalent) and has a \$1.877 billion annual operating budget.





## Governance

The University of Queensland is governed by a 22-member Senate representing University and community interests. Senate is led by the Chancellor, elected by the Senate. The University of Queensland Act 1998 grants Senate wide powers to appoint staff, manage and control University affairs and property, and manage and control finances to promote the University's interests.

[uq.edu.au/about/governance](http://uq.edu.au/about/governance)

## Strategic direction

By 2032, UQ will be known as a university that:



Delivers highly sought-after graduates, who are prepared for future success through rich and broad educational experiences



Leads as a premier provider of high-quality postgraduate and lifelong learning opportunities



Leverages the breadth and depth of its research capabilities and vibrant precincts to address the world's most pressing challenges



Is a trusted and agile partner widely regarded as a leader in entrepreneurship, knowledge exchange and commercialisation



Has an extensive global reach in education and research with a strong commitment to capacity building in the Indo-Pacific



Breaks down barriers to education through the targeted and effective Queensland Commitment



Is values-led, deeply committed to delivering for the public good and supporting our people, leading reconciliation, and embracing different life experiences and perspectives



## Strategic plan 2022-2025

### Our vision

Knowledge leadership for a better world.

### Our mission

Our core purpose is to deliver for the public good through excellence in education, research and engagement with our communities and partners: local, national and global.

### Our values

#### *What we strive for*

#### **Creativity**

We apply our creativity as a way of seeking progress. We value new ideas, seek fresh perspectives and pursue game-changing innovations and opportunities

#### **Excellence**

We strive for excellence in everything we do. We apply the highest standards to our work to achieve the greatest impact for the benefit of communities everywhere.

#### *Central to what we do*

#### **Truth**

Truth is central to all that we do as a university. We seek truth through our focus on the advancement and dissemination of knowledge, and our deep commitment to academic freedom and freedom of expression.

#### *How we work together*

#### **Integrity**

We always act with integrity. As stewards of the University's resources and reputation, we are honest, ethical and principled.

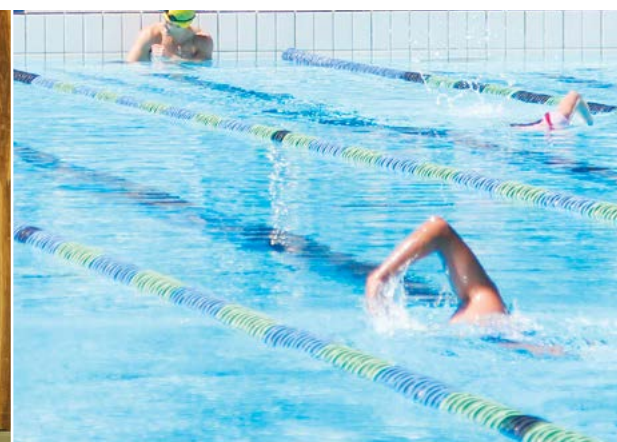
#### **Courage**

We are courageous in our decision-making. We are ambitious, bold and agile. We demonstrate moral courage, so that we are always guided by a sense of what is right.

#### **Respect and inclusivity**

We provide a caring, inclusive and empowering environment for all. We engage respectfully with one another and promote the value that our diversity brings to our whole community.

[about.uq.edu.au/strategic-plan](https://about.uq.edu.au/strategic-plan)

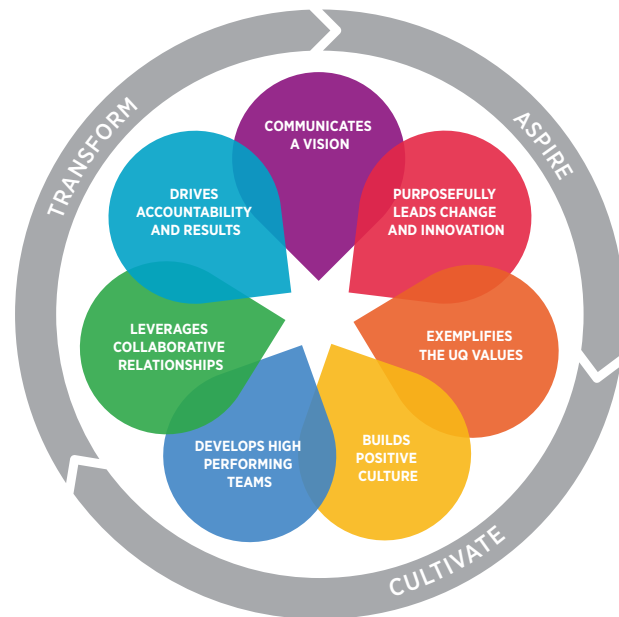


## UQ Leadership Framework

As a leader at UQ you are a role model for our values.

Our leaders act with integrity and prioritise the development and growth of our people to ensure excellence for the long term.

**The Leadership Framework is underpinned by seven capabilities expected by all UQ leaders.**



### Aspire

*Enact UQ's vision, anticipate change and leverage innovation.*

#### 1. Communicates a Vision

Develops and communicates a clear vision and direction for the future, aligned with UQ's vision, values and aspirations.

#### 2. Purposefully leads change and innovation

Remains agile and effectively manages change and unexpected disruption by finding innovative solutions.

### Cultivate

*Exemplify the UQ values and develop high performing teams and positive culture.*

#### 3. Exemplifies the UQ Values

Role models UQ values and demonstrates loyalty to the University.

#### 4. Develops high performing teams

Develops empowered and high performing teams, investing time, energy and resources into helping people achieve their potential.

#### 5. Builds positive culture

Creates respectful and constructive workplaces where people feel safe and valued, and addresses unacceptable behaviours.

### Transform

*Deliver results that make a difference and create long-term value.*

#### 6. Leverages collaborative relationships

Identifies opportunities to collaborate and forges partnerships, embracing the ethos of 'One UQ'.

#### 7. Drives accountability and results

Holds self and others accountable for delivering against objectives and is focused on creating long-term value for UQ.



## About Brisbane

Brisbane is the sunny, sophisticated capital city of Queensland and gateway to many famous attractions. Australia's third largest city and fastest-growing capital with a population of more than 2.5 million, it offers a safe, friendly, multicultural environment characterised by the Brisbane River, parklands, convention facilities, museums, theatres, art galleries, a casino, malls, shopping districts, and a host of cosmopolitan restaurants and cafes.

Selected as host city for the 2032 Olympic and Paralympic Games, visitors can expect unbeatable sports experiences in 37 world-class venues, set against a backdrop of iconic beachfronts, breath-taking rural hinterland, and an exciting city rich in culture and entertainment.

Brisbane also offers a range of lifestyle benefits. Combine artistic and outdoor adventures at South Bank, where cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs, or bike ride through the City Botanic Gardens. Or enjoy a day trip to Moreton Island, Noosa, the Sunshine Coast or Gold Coast, or visit beautiful national parks, rainforests and tourist attractions such as Australia Zoo, Dreamworld and other theme parks.

The perfect place to raise a family, Brisbane has been dubbed a food and drink lover's paradise, and is also one of Australia's most liveable and affordable capital cities, with sunny days almost all year round and enough rainfall to keep the city and suburbs cool and green.

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 2,000 kilometres alongside the coast, and is home to around 1,500 species of fish and 350 types of coral. Stradbroke and Fraser Islands are also world-famous attractions close to Brisbane, featuring some of the largest sand dunes in the world.

### A leader in education

Brisbane has a wide range of high-quality schools at primary and secondary level, religious and non-denominational, single-sex and 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 3 internationally recognised universities 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 health care in both public and private sectors, covering hospitals, general practitioners, dentists, and other allied healthcare professionals. The numerous public and private hospitals include 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](http://uq.edu.au)

Other documents which you may wish to refer to include:

- Annual Report:  
[about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports](http://about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports)
- Governance:  
[about.uq.edu.au/governance](http://about.uq.edu.au/governance)
- Key statistics:  
[pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx](http://pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx)
- Organisation chart:  
[about.uq.edu.au/files/5643/org-chart.pdf](http://about.uq.edu.au/files/5643/org-chart.pdf)
- Research at UQ:  
[research.uq.edu.au](http://research.uq.edu.au)
- Strategic Plan 2022–2025:  
[about.uq.edu.au/strategic-plan](http://about.uq.edu.au/strategic-plan)
- UQ Global Strategy:  
[global-strategy.uq.edu.au](http://global-strategy.uq.edu.au)
- UQ Reconciliation Action Plan:  
[about.uq.edu.au/reconciliation/plan](http://about.uq.edu.au/reconciliation/plan)
- UQ Aboriginal and Torres Strait Islander Employment Strategy:  
[staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf](http://staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf)





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