



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

Appointment of  
Curator (Identified s105)

THE UNIVERSITY OF QUEENSLAND ART MUSEUM



## Contents

Faculty of Humanities, Arts and Social Sciences (HASS)	01
The University of Queensland Art Museum	03
Role of the Curator (Identified s105)	04
About you	06
What we can offer	07
How to apply	07
The University of Queensland	08
Working at UQ	09
Cultural support at UQ	11
Further information	12



## Acknowledgement of Country

**The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which UQ operates. We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country. We recognise their valuable contributions to Australian and global society.**

---

## Faculty of Humanities, Arts and Social Sciences (HASS)

The Faculty of Humanities, Arts and Social Sciences (HASS) is a large, multi-disciplinary faculty with a broad range of research and teaching areas. From anthropology, archaeology and art history, to classics, communication and criminology, the disciplines that make up HASS are critical drivers of the University's mission to generate 'knowledge leadership for a better world.' The Faculty is based at the St Lucia campus in the iconic Forgan Smith building, at the heart of the University - The Great Court. HASS is made up of 7 schools - Communication and Arts; Education; Historical and Philosophical Inquiry; Languages & Cultures; Music; Political Science and International Studies; and Social Science. It also houses the Institute for Social Science Research, the Centre for Policy Futures, as well as several school-based centres. The Faculty connects with creativity via UQ's 3 leading museums - each aimed at showcasing new ideas in discovery, creative practice and learning in its many forms: the UQ Art Museum, the Anthropology Museum and the RD Milns Antiquities Museum. It plays host to the Institute for Modern Languages - connecting people around the world through community language learning.

The Humanities, Arts and Social Sciences are essential for a sustainable, ethical and inclusive society, and the Faculty enjoys principled, collaborative leadership across its units, with a commitment to developing the best in professional and academic staff. The Faculty is committed to the goals of increasing Aboriginal and Torres Strait Islander employment, representation and empowerment; decolonising institutional practices; and participating in extramural movements toward social justice.

Executive Dean Professor Heather Zwicker joined UQ in 2018 with a fresh vision of interdisciplinary collaboration, public accountability and commitment to the student experience. Heads of School are eager to ensure that HASS continues to be a powerhouse for superlative research across the arts, humanities, social sciences and education, while boasting exciting, responsive teaching in a broad range of programs. The complementary nature of our disciplines attracts a diverse cohort of international and domestic students, with 600 research higher degree students, approximately 2,000 students in postgraduate coursework degrees and close to 6,500 undergraduates. HASS has a strong identity and a long tradition of innovation and leadership, offering a broad range of programs, including one of UQ's largest, the Bachelor of Arts.



The Humanities, Arts and Social Sciences are vital to The Queensland Commitment, which states our commitment to ensuring that education and opportunity are available to all Queenslanders. By 2032, our aim is to have 30 per cent of our domestic undergraduate students coming from a rural, regional, remote, or low socio-economic background. Currently, our Faculty holds the largest cohort of these students, and we will continue to work collaboratively with communities, partners, and government across the state to ensure we reach our goal.

The Faculty of Humanities, Arts and Social Sciences produces nationally and internationally regarded research across its many and varied disciplines. In addition to strong performance with external funding, our researchers have won prizes, gained reputations for research excellence, performed exceptionally in the Excellence for Research in Australia (ERA) exercise and in global university rankings, among many other measures.

Our strong performance reflects the quality of world-changing work our academics are undertaking, with their breakthrough discoveries having a positive impact on society and changing the lives of others around the globe.

More information about the Faculty can be accessed at [hass.uq.edu.au](https://hass.uq.edu.au).



## UQ Art Museum

The University of Queensland Art Museum (UQ Art Museum) is located in the James and Mary Emelia Mayne Centre on The University of Queensland's St Lucia campus. Here, a dialogue with local and international perspectives, artistic practice and critical discourse is explored through progressive exhibition projects and educational programs that foster creative inquiry.

The Art Museum's has a strong commitment to its audiences, both on campus and within the local and global arts and education community. The UQ community comprises students of all ages, along with academic, professional and administrative staff, donors and alumni, and UQ leadership. The student cohort is diverse and, in a typical year, comprises a large contingent of international students, particularly from China and Southeast Asia. The UQ Art Museum is a member of the University Art Museums Australia and participates nationally in the art scene through partnerships and strategic initiatives.

The Art Museum collects and exhibits progressive works of art, which stimulate dialogue and debate. It is committed to opening dialogue with the faculties, research institutes and centres of the University, and to place learning at the core of its activities.

To these ends, UQ Art Museum:

- strives to provide leading creative learning experiences to every discipline on campus;
- produces cross-disciplinary, research-based exhibitions that partner with a variety of academics and disciplines on campus; in doing so, contributing productively to Excellence in Research for Australia outcomes;
- grows, cares for and exhibits The University of Queensland Art Collection for the benefit of the entire UQ community;
- oversees a program of public art that contributes to the development of cultural and intellectual life at UQ, enriching all UQ campuses;
- nurtures relationships with donors and prospective donors to UQ to find mutually meaningful philanthropic outcomes;
- aims to be a leader in industry-based education; and delivers industry-based training to UQ students to equip them for careers in the arts and humanities.
- enriches communities by spreading understanding, raising awareness and connecting people in the appreciation and understanding of the visual arts' capacity to transform places and articulate possibilities; and
- provides collegial support and partnership opportunities to staff in regional and rural Queensland art museums and galleries, and internships to UQ students of Art History and Museum Studies, under the auspices of the UQ Kinnane Endowment Fund.

More information about The UQ Art Museum and the UQ Art Collection may be accessed on the Art Museum's [website](#).



## Role of the Curator

### About this opportunity

An exciting opportunity is available for a Curator to join the UQ Art Museum. The Curator is a key contributor to the research, development and delivery of innovative exhibitions of Indigenous art and ideas, ensuring industry best practice for the museum, that artists are nurtured and critical conversations are encouraged that benefit and involve the University and broader communities. The Curator role is an integral collaborative role within the museum and will providing mentorship to students across the creative and administrative dimensions of intersectional curatorial practice.

This position includes the research and recommendation of works of art for The University of Queensland Art Collection, in discussion with, and alongside the Director and other members of the Curatorial team.

The position has delegated responsibility for the management, coordination, and supervision of paid assistants including casual staff and interns.

### Duties

Duties and responsibilities include, but are not limited to:

- Contributing to the platforming of Indigenous art and ideas, alongside the broader Curatorial team's activities which align exhibition-making with the University's Indigenous research agenda and objectives.
- Engage with a broad spectrum of university peers, students, alumni as well as members of local and international Indigenous communities in order to contribute to relevant practices and discourses, around which to develop exhibitions and other public-facing programs.
- Research, curate and lead innovative and intellectually rigorous exhibitions, programs or public art projects, including associated materials such as print or digital publications, that engage campus, alumni and local and international Indigenous communities in dialogue around issues and histories of contemporary importance. Collaborate with artists, communities, academics and co-curators (both internal and external to the University) on exhibition and other curatorial projects.
- Collaborate with the UQ Art Museum Education and Engagement teams to develop and ensure the effective delivery of programs associated with exhibitions, presenting lectures, floor talks and other public programs that build connections with the University and broader community.
- In collaboration with UQ Art Museum colleagues, assess and manage exhibition requirements to ensure timely execution, oversee financial commitments, and assist in producing subsequent exhibition reports.
- Research and audit The University of Queensland Art Collection, propose artworks for acquisition ensuring that they support identified priorities, and lead the curatorial support team in the preparation of acquisition rationales that serve as an educational resource and research tool for students, scholars and the general public.



- Train, mentor and supervise curatorial assistants, interns, and scholarship recipients, identifying tasks and devising work programs, including exhibition research and Collection-based projects.
- In collaboration with the UQ Art Museum team, manage the student employment, and internship program, including contributing to supporting Indigenous curators and arts workers drawn from current and recent graduates.
- Develop and implement operational procedures and guidelines relevant to the scope of the position that enhance efficiencies and advance the strategic direction of the UQ Art Museum.
- Establish a network of contacts within the arts community, including artists, curators and art historians, keep abreast of current research, and facilitate the exchange of ideas. With the Advancement and Engagement Manager, foster relationships with current and prospective donors and, in support of curatorial projects, identify funding opportunities, write grant applications and subsequent acquittals.
- Respond to enquiries from colleagues, artists, researchers and the general public and any other duties as assigned by the Director, UQ Art Museum.

## 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 position reports to the Director, UQ Art Museum.



## About you

The University of Queensland considers that the filling of this position constitutes an equal opportunity measure under s105 of the *Anti-Discrimination Act 1991(Qld)* and under section 8(1) of the *Racial Discrimination Act 1975 (Cth)*.

The position is therefore only open to Australian Aboriginal and/or Torres Strait Islander people.

The successful candidate will be required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.

- Degree level qualification in Indigenous Studies, Art History, Visual Studies, Curatorial Practice, Arts Management and/or Museum Studies with subsequent relevant experience; or an equivalent combination of relevant experience and/or education/training.
- Experience and knowledge in artist liaison, exhibition-making and public programming in museum, gallery, artist-run or remote art centre settings.
- Proven ability to provide the intellectual, creative and operational direction required to develop, successfully deliver and evaluate innovative and provocative, audience-focused exhibitions.
- Demonstrated wide knowledge of Indigenous art practices, histories and ideas, whether in context of Australian art history or not.
- Thorough knowledge of the Indigenous cultural protocols, professional codes of practice and ethical standards pertaining to the Indigenous art and design, Indigenous cultural and intellectual property, and development of art museum collections.
- Demonstrated interpersonal, organisational and project-management skills, including a proven ability to initiate and oversee multiple concurrent projects and the capacity to lead teams.
- Experience working in a university environment and with students.
- Experience with mentoring students across creative and administrative dimensions of intersectional curatorial practice.

### Desirable

- Proficiency in a single or multiple Indigenous languages will be recognised and supported in the workplace.
- Postgraduate qualification in a discipline relevant to the position and/or experience writing for scholarly publications.
- Ability to initiate productive relationships with academic colleagues and to work collaboratively with them.
- Ability to assess, propose and implement updated work practices and procedures within a museum-based environment.

## Additional information

At UQ we know that our greatest strengths come from attracting, retaining, and promoting colleagues who are representative of the diversity in the broader community. In addition to being an identified position for **Aboriginal and/or Torres Strait Islander peoples**, we encourage applications from people who support the intersectionality of our other diverse communities, including **gender identity, LGBTQIA+, cultural and/or linguistic diversity**, and **people with a disability**. Accessibility requirements and/or adjustments can be directed to [talent@uq.edu.au](mailto:talent@uq.edu.au).





## What we can offer

This is a full-time (100%), continuing position.

At HEW Level 6, the full-time equivalent base salary will be in the range \$88,099 – \$94,512, plus a generous super allowance of up to 17%. The total FTE package will be up to \$103,076 – \$110,579 annually. As this role is covered by an Enterprise Agreement, you will also receive regular remuneration increases – at least once a year.

At UQ, Aboriginal and Torres Strait Islander people are supported to fill their cultural responsibilities, with access to 8 additional days (pro-rata) of paid Cultural Leave annually. Indigenous employees are encouraged to access the UQ Aboriginal and Torres Strait Islander Staff Network with a variety of significant events held throughout the year.

---

## How to apply

All applicants must supply the following documents through the [UQ Careers](#) portal:

- Cover letter addressing the 'About You' section
- Resume

To satisfy prerequisite 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 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 a rich campus experience, including a range of accommodation options, as well as innovative and flexible learning pathways, 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 4 beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include around 20,000 postgraduate and approximately 21,500 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 332,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,700 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 4 Australian members of the global Universitas 21, a founding member of the Group of Eight (Go8) universities, a member of Universities Australia, and a member of the Association of Pacific Rim Universities (APRU).

UQ employs more than 7,500 academic and professional staff (full-time equivalent) and has a \$2.47 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)



## Working at UQ

UQ is a great place to work and is a culturally inclusive space for staff and students, where diversity is valued. 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 values guide our behaviour and provide the foundation of our culture. The [UQ Strategic Plan 2022-2025](#) articulates these values, what we strive for, how we work together, and our commitment to discovering and sharing truth.

### 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.



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. Here in Australia, we especially want to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities.

At a national level, in partnership with Aboriginal and Torres Strait Islander communities, we will embed reconciliation across the University's operations to achieve and implement a 'Stretch' Reconciliation Action Plan (RAP) by 2025.

The Aboriginal and Torres Strait Islander Research and Innovation Strategy will support Indigenous researchers and empower research excellence that benefits Aboriginal and Torres Strait Islander peoples, communities and organisations. We aspire to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities—especially through truth telling and building greater cultural understanding.

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.

The University of Queensland believes in maintaining a safe work environment for all, which is why we are introducing a COVID-19 vaccination requirement that all staff be fully vaccinated, subject to limited exemptions.

More information about life at UQ including staff benefits, relocation and UQ campuses is available at: [staff.uq.edu.au/information-and-services/human-resources](https://staff.uq.edu.au/information-and-services/human-resources)



## Cultural support at UQ

Workplace Diversity and Inclusion provides information and support to staff and prospective staff and drives strategies and initiatives to create a safe, welcoming and inclusive space for staff at UQ that values the strength of diversity. The Indigenous Employment Team is responsible for the development and implementation of the [Aboriginal and Torres Strait Islander Employment Strategy 2019–2022](#) which aims to support Aboriginal and Torres Strait Islander people and staff through three main objectives:

### *Grow*

**Position UQ as an employer of choice for Aboriginal and Torres Strait Islander peoples in all levels and areas of the University.**

### *Develop*

**Provide access to career development opportunities for Aboriginal and Torres Strait Islander staff.**

### *Respect*

**Develop a workplace that values the contribution and positive difference that Aboriginal and Torres Strait Islander staff provide.**

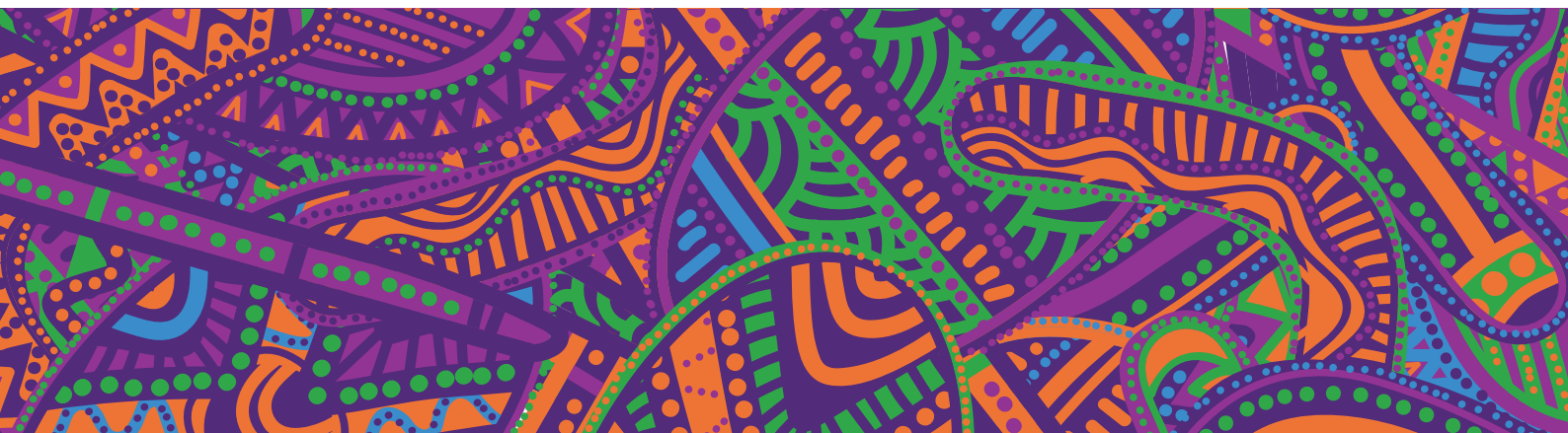
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

The Deputy Vice-Chancellor (Indigenous Engagement) is responsible for leading the implementation of UQ's first [Reconciliation Action Plan](#) and strengthening leadership within the University in relation to Indigenous Engagement, as well as building links with the community. 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.

UQ's [Aboriginal and Torres Strait Islander Staff Network](#) provides a regular opportunity to get together, share stories, make connections and yarn about how UQ can keep developing as an employer of choice for Aboriginal and Torres Strait Islander peoples. There is also a network newsletter that promotes UQ jobs, training and development opportunities and useful tips, and enables us to share achievements from our community.

More information on Aboriginal and Torres Strait Islander Staff support can be found on our [current staff website](#).

*Brisbane River pattern from A Guidance Through Time created by Quandamooka artists, Casey Coolwell and Kyra Mancktelow*



## 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)





THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

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