



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of
Postdoctoral Research Fellow
/ Research Fellow

SCHOOL OF HEALTH AND REHABILITATION SCIENCES



CONTENTS

Faculty of Health and Behavioural Sciences	01
School of Health and Rehabilitation Sciences	01
Role of the Postdoctoral Research Fellow / Research Fellow	02
About you	06
Conditions of employment	07
How to apply	07
The University of Queensland	08
Governance	09
Strategic direction	09
Strategic Plan 2022–2025	10
UQ Leadership Framework	11
About Brisbane	12
Further information	13



Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences (HABS) is a world-class Faculty that has a coherent focus on health, well-being and behaviour change, underpinned by a strong commitment to interprofessional education and interdisciplinary research.

The Faculty presently consists of six schools and six 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
- National Centre for Youth Substance Use Research (NCYSUR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for the Business and Economics of Health
- UQ POCHÉ Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

More information about the Faculty is available at habs.uq.edu.au.

School of Health and Rehabilitation Sciences

The vision of the School of Health and Rehabilitation Sciences is to provide bold, global leadership and impact in teaching and research. It has a long tradition of high achievement in teaching and research in Audiology, Occupational Therapy, Physiotherapy and Speech Pathology. As one of Australia's leading health and rehabilitation educators, the School is recognised internationally for its high quality, innovative, award-winning and interprofessional teaching programs underpinned by a strong commitment to scholarship of teaching. This attracts high-achieving students, excellent staff and committed clinical partners in education.

Across all disciplines in the School of Health and Rehabilitation Sciences, research is led by staff who are world-leading experts in their fields who contribute to research outputs that have impact and create change. For example, the 2021 QS World Rankings by subject area ranked UQ first in Australia and second in the world in sports-related subjects.

The School has a strong focus on community engagement with established partnerships within health, education and community sectors that contribute to education, research and engagement opportunities. These include our own student-led health clinics across all disciplines and partnerships with leading health providers.

Further details about the School's teaching programs, research interests of academic staff and its activities may be accessed on the School's website at shrs.uq.edu.au.



Role of the Postdoctoral Research Fellow / Research Fellow

About this opportunity

We currently have an exciting opportunity for a Postdoctoral Research Fellow or Research Fellow, with expertise in an allied health discipline such as Occupational Therapy, Physiotherapy, Psychology etc, to join our world-leading School of Health and Rehabilitation Sciences to contribute to a program of research focused on consumer-led and consumer-engaged research in spinal cord injury.

In this role, you will have the opportunity to develop your expertise and emerging research profile in your discipline, while establishing and supporting resources and allied health projects aiming to improve outcomes for people living with spinal cord injury. This will include the establishment of a Lived Experience Advisory Group in a multi-disciplinary collaboration with other allied health professionals and academics. You will be engaged in a series of projects which are consumer-led or consumer-engaged, and work towards supporting clinical practice and improving outcomes for people with spinal cord injury.

This opportunity is being offered at Academic Level A or B commensurate with the successful candidate's skills and experience.

Duties

At Academic Level A, key responsibilities include

Research

- Support a program of consumer-led and consumer-engaged research with people with spinal cord injuries.
- Support the establishment of a Lived Experience Advisory Group.
- Support all stages of allied health research projects (from HREC applications, data collection, analysis to dissemination).
- Produce quality research outputs consistent with discipline norms 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 and the management of researcher development.
- Effectively lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.
- As appropriate, manage research support staff effectively throughout the employee lifecycle in accordance with University policy and procedures.
- Work to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

Citizenship and service

- Demonstrate citizenship behaviours that align to the UQ values.
- Show 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.

At Academic Level B, key responsibilities include

Research

- Develop an independent and/or team research program to achieve national recognition and impact in research with people with spinal cord injuries.
- Support the establishment of a Lived Experience Advisory Group.
- Support all stages of allied health research projects (from HREC applications, data collection, analysis to dissemination).
- 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 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, including commercialisation of UQ intellectual property.
- Review and draw upon best practice research methodologies.

Teaching

- Where undergraduate and postgraduate teaching is undertaken achieve teaching quality as indicated by approved surveys and outcomes for students and improve or innovate where appropriate in response to feedback.

Supervision and researcher development

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

Citizenship and service

- Demonstrate behaviours that align to the UQ values.
- Show 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.



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.



About you

At Academic Level A

- Completion or near completion of a PhD in an allied health discipline (e.g. occupational therapy, psychology, physiotherapy).
- An emerging profile in research in the discipline area.
- Evidence of publications in reputed refereed journals and presenting at conferences.
- Preferred: Clinical and/or research experience with people with spinal cord injury.
- Preferred: Experience with participatory research methods including codesign.

At Academic Level B

- Completion of a PhD in an allied health discipline (e.g. occupational therapy, psychology, physiotherapy).
- A growing profile in research in the discipline area.
- 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.
- 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.
- Preferred: Clinical and/or research experience with people with spinal cord injury.
- Preferred: Experience with participatory research methods including codesign.



Conditions of employment

Employment type

This is a part-time (50% FTE), fixed-term position through to 30 June 2026 at Academic Level A or B. This is a research focused position. Further information can be found by viewing UQ's [Criteria for Academic Performance](#).

Remuneration

At Level A, the full-time equivalent base salary will be in the range \$77,324 – \$102,945 plus a generous super allowance of up to 17%. The total FTE package will be up to \$90,470 – \$120,445 annually.

At Level B, the full-time equivalent base salary will be in the range \$108,201 – \$128,201, plus a generous super allowance of up to 17%. The total FTE package will be up to \$126,595 – \$149,996 annually.

As this role is covered by an Enterprise Agreement, you will also receive regular remuneration increases in line with the Enterprise Agreement.

Work rights

You must have unrestricted work rights in Australia for the duration of these appointments to apply. Visa sponsorship is not available for these appointments.

AHPRA registration

It is a requirement of this position that the incumbent holds and maintains (or demonstrates eligibility to do so) full AHPRA registration.

Mandatory immunisations

It is a condition of employment for this role that you will be required to provide evidence of immunisation against certain vaccine preventable diseases.

Background checks

All final applicants for this position may be asked to consent to a criminal record check. Please note that people with criminal records are not automatically barred from applying for this position. Each application will be considered on its merits.

How to apply

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

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

Applicants should specifically address in your cover letter which academic level you are applying for (Level A or B).



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 (40), 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, Gatton and Dutton Park. 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

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.

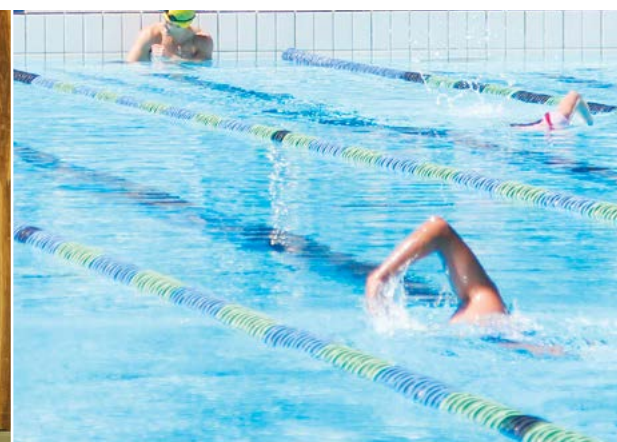
Courage

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

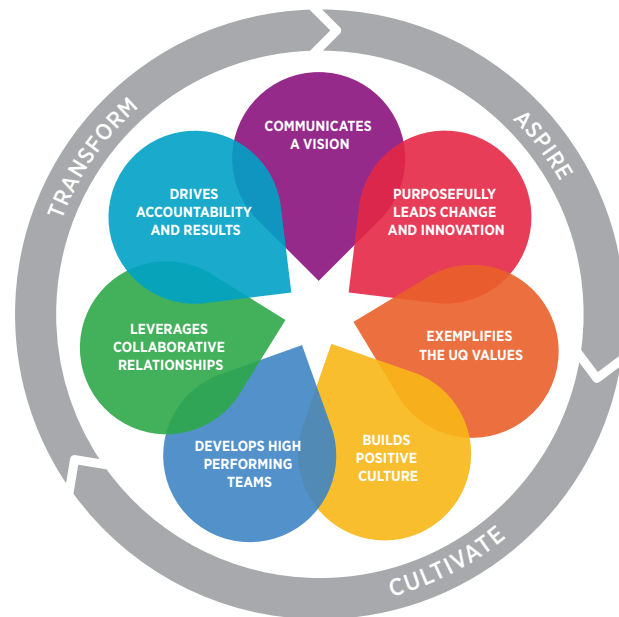


UQ Leadership Framework

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.

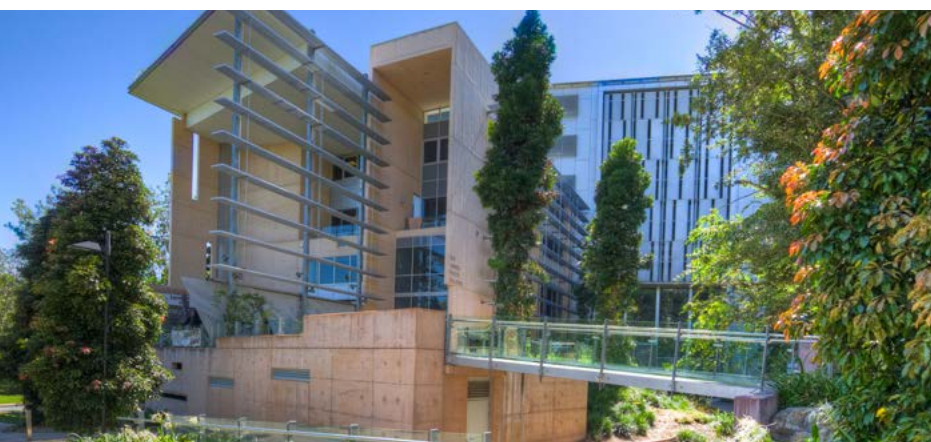


Further information

General information on the University is available through the University's website: uq.edu.au

Other documents which you may wish to refer to include:

- Annual Report: about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports
- Governance: about.uq.edu.au/governance
- Key statistics: pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx
- Organisation chart: about.uq.edu.au/files/5643/org-chart.pdf
- Research at UQ: research.uq.edu.au
- Strategic Plan 2022–2025: about.uq.edu.au/strategic-plan
- 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/files/24066/uq-indigenous-employment-strategy-2019.pdf





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