



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of
Organisational Behaviour
and HRM Academics

BUSINESS SCHOOL (MANAGEMENT DISCIPLINE)



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Business School

The University of Queensland Business School is independently ranked as one of the top business schools in Australia and among the leading institutions worldwide. Based at the UQ St Lucia campus as part of the Faculty of Business, Economics and Law, it brings together over 170 subject experts with over 11,000 students and offers a wide range of degree programs and Executive Education.

For more information about the Business School, please visit business.uq.edu.au.

Current opportunities

The Business School is seeking to make multiple appointments in the areas of Leadership, HRM and Organisational Behaviour, to join the Management Discipline at the School. These appointments will be across a range of levels from Lecturer, Senior Lecturer, Associate Professor to Professor. We are seeking two Teaching and Research academics and one Teaching Focused academic.

Teaching and Research positions

- Associate Professor / Professor In Leadership R-41326
- Lecturer / Senior Lecturer in Organisational Behaviour and/or HRM R-41330

Teaching-focused position

- Lecturer / Senior Lecturer in Organisational Behaviour and/or HRM R-41333



Associate Professor / Professor in Leadership

Teaching and Research Focused academic
R-41326

About this opportunity

This is an exciting opportunity in the area of Leadership for an Associate Professor to consistently demonstrate excellence, or a Professor to demonstrate a high-level of leadership in teaching, research and service and engagement.

An Associate Professor (Level D) is expected to undertake leadership roles and have a strong record of supervising Higher Degree by Research students successfully to completion as principal supervisor.

A Professor (Level E) is expected to demonstrate outstanding outcomes in leadership roles and have an exceptional record of supervising Higher Degree by Research students successfully to completion as principal supervisor.

Key responsibilities

Teaching

- Demonstrates a sustained, skilled, and collegial contribution to teaching and the student experience.
- Drive the ongoing improvement and development of new programs or a significant aspect of a program (e.g. a major, a clinical teaching unit or a field of study) to meet industry and educational standards.
- Exhibit exemplary design in curricular and assessment practices that contributes to enhanced student learning outcomes.
- Adapt and introduce novel teaching and learning approaches and technologies (including online learning and alternative teaching methods and resources) to inspire students' participation and achieve enhanced learning outcomes.
- Builds and maintains internal and external education collaborations and leads or enables professional learning through advocacy, mentorship and/or scholarly inquiry.
- Coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for undergraduate and postgraduate courses.
- Make original contributions which expand knowledge or practice in the relevant discipline to achieve excellence in teaching.
- Provide high quality service to students, including academic counselling and advice.
- Understand and apply University Rules relevant to teaching and learning practice.

Research

- Maintain a record of outstanding contributions to the field and producing quality research outputs consistent with discipline norms as lead contributor, by publishing in high quality national and international research journals, other appropriate refereed publications and conference publications.



- Initiate and lead funding initiatives and applications as chief investigator role in applications for significant research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.
- Lead the progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Participates in discipline service, including service on leading editorial boards, or other discipline leadership positions
- Encourage, initiate and coordinate strategic collaborative research projects that where possible impacts on policy, practices and/or commercialisation (where relevant) resulting in internationally recognised achievements in the research area.
- Assist in shaping significant and strategic research agendas that yield new insights and opportunities to represent and promote the discipline area in leading academic and research forums.
- Review and draw upon best practice research methodologies.

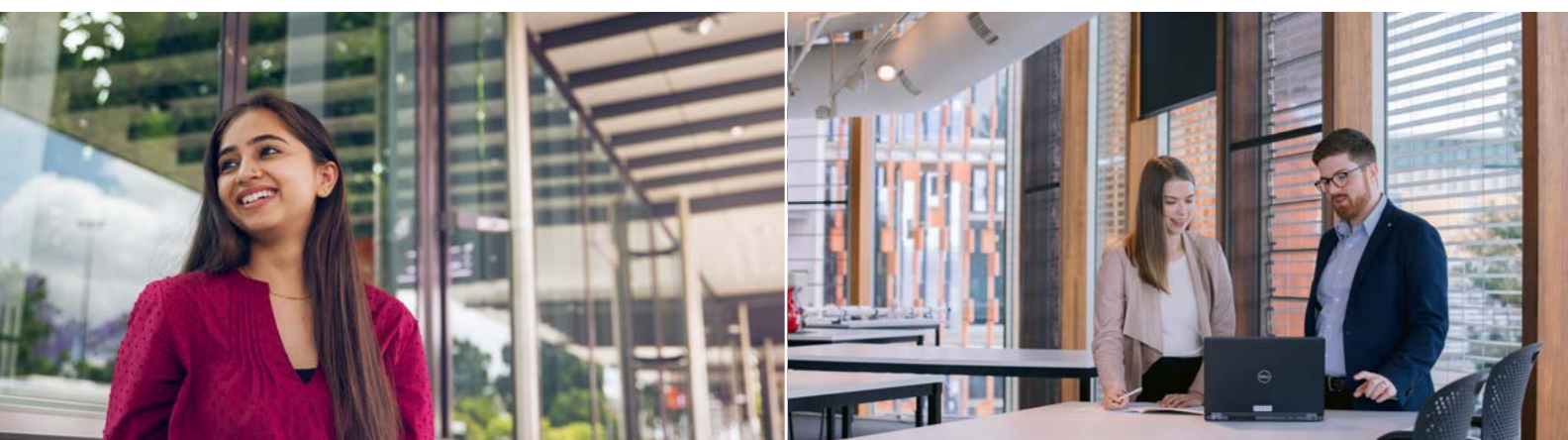
Supervision and researcher development

- Successfully build and lead a research team, developing and mentor more junior academics and researchers.
- Act as Principal Supervisor to Higher Degree by Research students.
- Demonstrates and leads others in the responsible conduct of research.
- Demonstrate effectiveness in the development of researcher capability and skill.
- Lead the facilitation of engagement opportunities for 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.
- Working to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

Additional key responsibilities for a candidate appointed at Level E

Teaching

- Lead the facilitation, collaboration, education quality and continuous improvement across the organisational unit.
- Make original contributions which expand knowledge or practice in the relevant discipline to achieve excellence in teaching.
- Lead the ongoing improvement and development of new programs or a significant aspect of a program (e.g. a major, a clinical teaching unit or a field of study) or a significant contribution to the development or coordination of teaching to ensure courses are engaging, relevant and contemporary.



- Teach across different settings and lead educational practice and innovative curriculum design including online learning and alternative teaching methods.
- Maintain and improve the quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Act as Principal Supervisor to Higher Degree by Research students.

Research

- Maintain a record of international recognition and leadership to the field and producing quality research outputs by publishing in high quality national and international research journals, other appropriate refereed publications and conference publications.
- Lead significant and strategic research agendas that yield new insights and opportunities to represent and promote the discipline area in leading academic and research forums.
- Drive the development of opportunities for the application of knowledge beyond the specific research area to create an environment of cross collaboration between disciplines.
- Leads and achieve transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ Intellectual Property.
- Hold leadership roles in discipline service, including service on prestigious editorial boards, or other discipline leadership positions, or national and international committees
- Undertake independent and/or team research that is recognised internationally for its scholarly contribution on policy, practices and/or commercialisation (where relevant) in the research area.

Supervision and researcher development

- Lead a research team, drive individual/team commitment in the pursuit of results and mentor more junior academics and researchers.

Selection criteria

Applicants should possess a PhD in Leadership and/or Management or a closely related discipline.

Additionally, you will demonstrate:

- Demonstrated expert knowledge in Leadership and related areas.
- An outstanding established track record of publishing in leading and premier refereed journals.
- Demonstrated leadership and service to domestic or international academic associations, journals and professional bodies.
- Demonstrated ability to obtain competitive research grant applications.
- A high-quality teaching track record at undergraduate and postgraduate levels, as evidenced by teaching performance metrics and the ability to lead doctoral seminars.



- The ability to support and mentor junior faculty
- Ability to develop innovative courses or programs in Leadership at: undergraduate level, and/or postgraduate level, and/or deliver executive education in leadership.
- Experience supervising honours and higher degree students, to successful completion.
- Evidence of an ability to enhance linkages with the local community, the larger business community and professional associations.
- Significant administrative experience and evidence of service contributions.
- High-level communication and inter-personal skills.
- High personal work ethic to complete tasks in a timely manner.
- Experience in innovative modes of teaching.
- Experience in liaising and collaborating with external agencies to develop co-operative research initiatives.

See page 13 for conditions of employment and how to apply.



Lecturer / Senior Lecturer in Organisational Behaviour and/or HRM

Teaching and
Research Focused
academic

R-41330

About this opportunity

This is an exciting opportunity for a Lecturer / Senior Lecturer in the area of Organisational Behaviour and/or HRM.

A Lecturer (Level B) will focus their efforts on growing their profile in teaching, research and service and engagement. At this level you may coordinate or lead the activities of other staff and contribute to the effective supervision of Honours and Higher Degree by Research students. As a teaching and research academic at level B will aspire to achieve national recognition in their field of research.

A Senior Lecturer (Level C) will focus their efforts on leveraging their established record of achievement in teaching, research and service and engagement. At this level the incumbent may coordinate or lead the activities of other staff and is expected to have an active and effective record of supervising Higher Degree by Research students successfully to completion as principal supervisor.

Key responsibilities

Teaching

- Contribute to the development of new programs and course material in the area of focus, by consulting with program advisors and stakeholders, ensuring courses are engaging, relevant and contemporary.
- Teach across different settings and actively contribute towards educational practice and innovative curriculum design including online learning and alternative teaching methods.
- Coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for undergraduate and postgraduate courses.
- Maintain and improve the quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Provide high quality service to students, including academic counselling and advice.
- Understand and apply University Rules relevant to teaching and learning practice.

Research

- Develop an independent and/or team research program to achieve national recognition and impact in the research area.
- Work with colleagues and postgraduates in the development and conduct of joint research projects and applications for competitive research funding support.
- Contribute as chief investigator role (often in conjunction with more experienced researchers) in applications for external research funding, which includes actively seeking, obtaining and managing research funding.
- Maintain an active and effective record of publishing in high quality national research journals, other appropriate refereed publications and conference publications.
- Review and draw upon best practice research methodologies.
- Prepare research publications and progress reports and participate in regular meetings to discuss project objectives, methodology and outcomes.



Supervision and researcher development

- Contribute to the supervision of Honours and Higher Degree by Research students.
- Recruitment, selection and onboarding of appropriately qualified employees in accordance with University policy and procedures.
- Managing employee performance and conduct by providing coaching, feedback and training through probation, annual performance appraisal and regular meetings with employees.
- Working to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.
- Ensuring employees remuneration and benefits are correct and liaising with Human Resources when a change occurs.

Additional key responsibilities for a candidate appointed at Level C

Teaching

- Demonstrates an established record of effective contribution to a range of teaching responsibilities.
- Make original contributions which expand knowledge or practice in the relevant discipline.
- Support the ongoing improvement of programs via successful coordination of a significant aspect of a program (e.g. a major, a clinical teaching unit or a field of study) or a significant contribution to the development or coordination of teaching to ensure courses are engaging, relevant and contemporary.
- Teach across different settings and develop innovative curriculum design including online learning and alternative teaching methods and resources.
- Coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for undergraduate and postgraduate courses.
- Maintain and improve the quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Provide high quality service to students, including academic counselling and advice.
- Understand and apply University Rules relevant to teaching and learning practice.

Research

- Maintain and active record of producing quality research outputs consistent with discipline norms as lead contributor, by publishing or exhibiting in national research journals, other appropriate refereed publications and conference publications
- Participate in or contribute as chief investigator role in applications for significant research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.



- Undertake independent and/or team research that where possible impacts on policy, practices and/or commercialisation resulting in national recognition and developing international recognition in the research area.
- Encourage, initiate and coordinate strategic collaborative research projects in related area of expertise across University, national and international levels.
- Review and draw upon best practice research methodologies.

Supervision and researcher development

- Act as Principal Supervisor to Higher Degree by Research students.
- Demonstrates and leads others in the responsible conduct of research.
- Demonstrates personal effectiveness in supervision and management and development of researcher capability and skill.
- Lead the facilitation of engagement opportunities for supervisees
- Effective lead and develop employee performance and conduct by providing feedback, coaching, and professional development.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures.
- Working to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

Selection criteria

Applicants should possess a PhD in Management/ Organisational Behaviour/HRM or a closely related discipline.

Additionally, you will demonstrate:

- An established profile in teaching and research in the discipline area.
- National recognition in the area of expertise, with an internationally developing profile and an established record of publications in reputed refereed journal and presenting at conferences.
- A strong record of seeking, obtaining and managing external research funding.
- Evidence of a high level of quality teaching at undergraduate, honours and postgraduate level across a variety of settings, including small and large groups.
- A strong track record of course coordination and participation in the development and continuous innovation of new programs, curriculum design and course material in the discipline area.
- A solid record of supervision of Honours and Research Higher Degree students to successful completion.
- A growing record of meaningful internal service roles in conjunction with a strong contribution to external activities.

See page 13 for conditions of employment and how to apply.



Lecturer / Senior Lecturer in Organisational Behaviour and/or HRM

Teaching Focused
academic
R-41333

About this opportunity

This is an exciting opportunity for a teaching-focused Lecturer / Senior Lecturer in the area of Organisational Behaviour and/or HRM.

A Lecturer (Level B) will grow their teaching impact through leadership in course coordination aligned with UQ values. The successful candidate will engage in internal and external collaborations that influence teaching practices, policies, and/or knowledge.

A Senior Lecturer (Level C) will expand their teaching impact through leadership at the program, discipline, or similar level. The successful candidate will coordinate or lead the activities of other staff aligned with UQ values. They will maintain an active role in internal and external collaborations that enable the development of others with evidence of increasing influence on teaching practices, policies, and/or knowledge.

Teaching Focused (TF) academics primarily focus on teaching practice and impact (practice, policy, knowledge). They have expertise in curricula, pedagogy, and assessment that enable student learning, and play a particular role through activities that shape the culture of teaching excellence at UQ.

Key responsibilities

Teaching

- Teach across different settings and develop evidence-based, innovative curriculum design and pedagogy including online learning and blended teaching methods and resources.
- Coordinate courses, prepare and teach lectures and tutorials, design effective assessment and undertake marking for offerings including undergraduate and postgraduate courses.
- Contribute to the development of new programs and course material as needed, by consulting with program advisors and stakeholders, ensuring courses are engaging, relevant and contemporary.
- Engage in educational collaborations to document and disseminate good teaching practices in the unit.
- Maintain and improve the quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Undertake other activities which contribute to maintaining currency within the discipline and professional learning in teaching.
- Provide high-quality service to students, including academic counselling and advice.
- Understand and apply University Rules relevant to teaching and learning practice.

Research

- Undertake activities that bring together high levels of discipline related expertise and pedagogical content to contribute towards a developing profile in the Scholarship of Teaching and Learning/pedagogical research.
- Develop collaborative teaching and learning links across and beyond the University, in and outside of the specific teaching discipline.



- Develop new or improved approaches towards quality pedagogical practices and activities that are innovative, documented and subject to peer review.
- Take an active role in obtaining funding in the form of individual or collaborative projects and fellowships to support projects and activities promoting improved pedagogies.
- Publish in high-quality peer-reviewed outlets and other appropriate publications and mechanisms appropriate for the discipline and target audience.
- Begin developing a national profile in teaching innovation.

Supervision and researcher development

- Effectively engage in supervision duties which may include supervising Coursework Masters, Honours, Higher Degree by Research and vacation scholars.
- Demonstrate active engagement in the responsible conduct of research, where applicable.
- Demonstrate effective supervision and management of tutors and supporting staff
- Facilitate engagement opportunities for supervisees, where applicable.

Additional key responsibilities for a candidate appointed at Level C

Teaching

- Contribute effectively to teaching, including course coordination, across internal and external modalities.
- Lead programs
- Demonstrate continuous improvement in curriculum and assessment, and motivate student participation and learning through effective pedagogies and the use of technologies.
- Lead/coordinate programs, plans, majors and/or student cohorts.
- Lead/coordinate curriculum development that scaffolds and builds student learning across courses in programs, plans, majors etc.
- Influence the teaching practices and assessment design of peers.
- Build internal and external collaborations that enable and facilitate the dissemination of educational innovations within and across the discipline.
- Grow the reputation of teaching excellence in the discipline across the Faculty, UQ, and externally.

Research

- Grow and maintain an active profile in the scholarship of teaching and learning, or discipline-specific research, including dissemination of teaching innovation through workshops, case studies, publication, etc.
- Actively maintain and grow a comprehensive knowledge base of effective discipline-specific pedagogical practices.



- Lead and undertake work with colleagues in the development of quality projects which explore, test, implement and communicate new or improved approaches towards pedagogical practices.
- Actively develop and work with other colleagues in applications for external funding to support projects and activities promoting improved pedagogies.
- Lead projects (internally, externally or unfunded) that address pressing educational problems or advance exciting new approaches in the discipline, School and/or Faculty with national recognition.
- Enable the transfer of evidence-informed knowledge of educational practices into the curriculum across programs, plans, etc.
- Display intellectual independence and encourage, initiate and coordinate strategic collaborations that yield new and quality insights and opportunities in pedagogical practices and activities.

Supervision and Researcher Development

- Act as Principal Supervisor to Higher Degree by Research students.
- Engage in supervision with a record of achievement in supervision outcomes.
- Lead the facilitation of engagement opportunities for supervisees, where applicable.
- Lead others in the responsible conduct of research.
- Demonstrate personal effectiveness in supervision and management, and development of researcher capability and skill, by providing feedback, coaching, and professional development, where applicable.
- Effectively lead and develop employee performance and conduct by providing feedback, coaching, and professional development
- Work to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

Selection criteria

Level B Academic

Applicants should possess a PhD or equivalent in Management/Organisational Behaviour/HRM.

Additionally, you will demonstrate:

- Evidence of high-quality university teaching in the discipline across a variety of settings, including small and large groups with course coordination responsibilities.
- An emerging profile of teaching impact in the discipline and/or an emerging profile in education research in the discipline and/or emerging research profile with high-quality outputs in the discipline.
- Participation in projects that improve curriculum, pedagogy, or assessment practices of others, with funded projects being particularly desirable and/or a record of contributing successfully to applications for research funds.



- Participation in curriculum development at the program and/or course level in the discipline area.
- Evidence of the involvement in the supervision of honours and Research Higher Degree students (where appropriate) in education research and/or discipline research.
- Well-developed communication, interpersonal and consultative skills, and the ability to work collaboratively with colleagues in teaching and learning.
- A profile of professional expertise that complements and/or supplements the expertise that currently exists within the School and the broader University.

Level C Academic

Applicants should possess a PhD or equivalent in Organisational Behaviour/HRM.

Additionally, you will demonstrate:

- Established record of teaching excellence and expertise at undergraduate, honours and postgraduate levels across a variety of settings, including small and large groups with course coordination responsibilities in the discipline.
- National recognition for teaching impact in the discipline and/or a national profile in education research in the discipline and/or a national research profile with high-quality outputs in the discipline.
- A record of successfully initiating and managing projects that improve curriculum, pedagogy, or assessment practices of others, with funded projects being particularly desirable and/or a record of contributing, sometimes leading, successful applications for significant research funds.
- Evidence of the involvement in the supervision of honours and Research Higher Degree students (where appropriate) to successful completion in education research and/or discipline research (where discipline is not education).
- Experience in educational leadership at the program, plan, or equivalent levels with evidence of effective impact on the teaching and/or assessment practices of peers.
- Evidence of leadership in curriculum development at the program and/or course level in the discipline area.
- A record of meaningful internal service roles, including the successful mentoring of less experienced staff, in conjunction with evidence of leadership in external activities.
- Well-developed communication, interpersonal and consultative skills, and the ability to work collaboratively with colleagues in teaching and learning.
- A profile of professional expertise that complements and/or supplements the expertise that currently exists within the School and the broader University.

See page 13 for conditions of employment and how to apply.



Conditions of employment

Employment type

All available academic positions detailed in this booklet are continuing, and may be filled on a part-time or full-time basis.

Salary and benefits

Academic Level B full-time equivalent base salary will be in the range \$110,365 – \$130,765, plus a generous super allowance of up to 17%. The total FTE package will be up to \$129,127 – \$152,995 annually.

Academic Level C full-time equivalent base salary will be in the range \$134,845 – \$155,246, plus super of up to 17%. The total FTE package will be in the range \$157,769 – \$181,638.

Academic Level D full-time equivalent base salary will be in the range \$162,046 – \$178,367, plus super of up to 17%. The total FTE package will be in the range \$189,594 – \$208,690.

Academic Level E full-time equivalent base salary will be \$208,288, plus super of up to 17%. The total FTE package will be \$243,697.

Relocation

The University will meet all reasonable removal and establishment expenses. In the case of an interstate or international appointee, an accommodation allowance may be available for a limited period. Details will be negotiated as part of the contract of employment.

Seminar

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

Qualification verification

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

How to apply

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

- Cover letter
- Full curriculum vitae
- Statement addressing the selection criteria and referencing the appropriate job number

Applicants should provide the names and contact details of at least three potential referees. These referees need not be approached in advance, as they will not be contacted without the prior consent of the applicant.

For more information, or any questions regarding this position, please contact Talent Acquisition, at talent@uq.edu.au and reference the job number.



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.

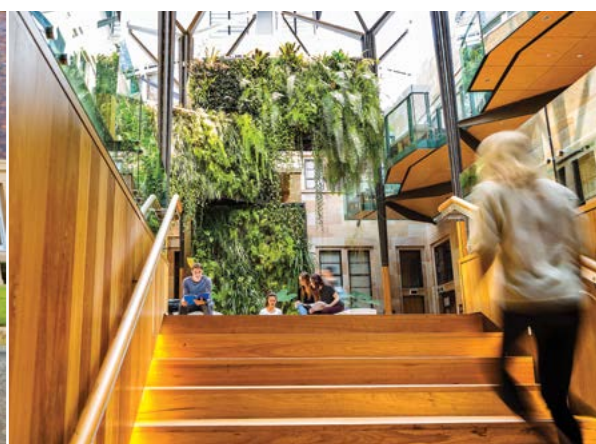
UQ's 332,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,700 PhDs.

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.

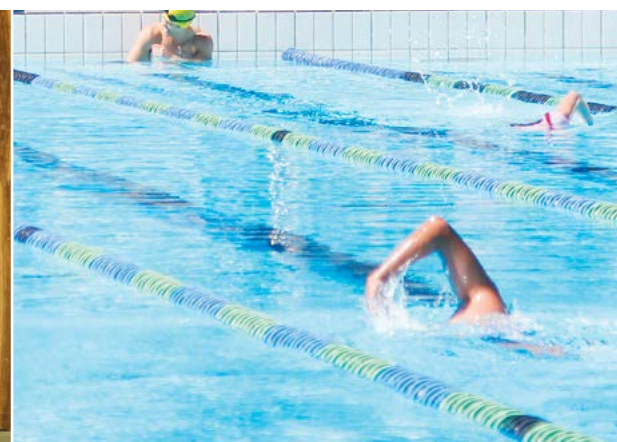
Courage

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

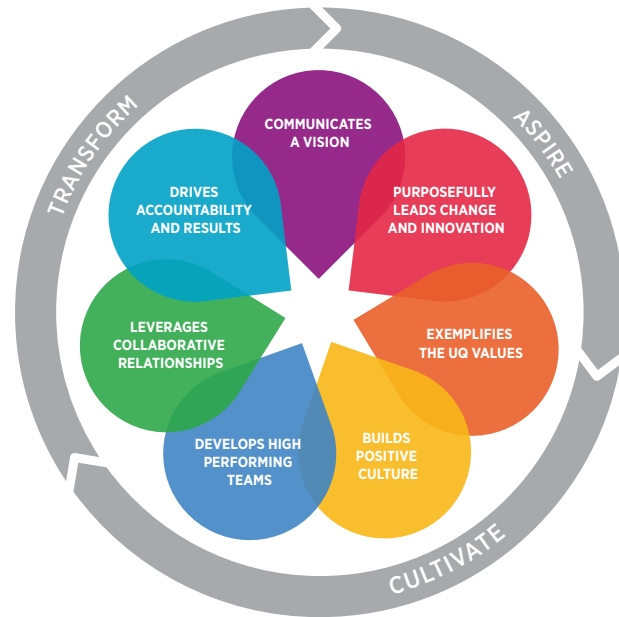


UQ Leadership Framework

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.

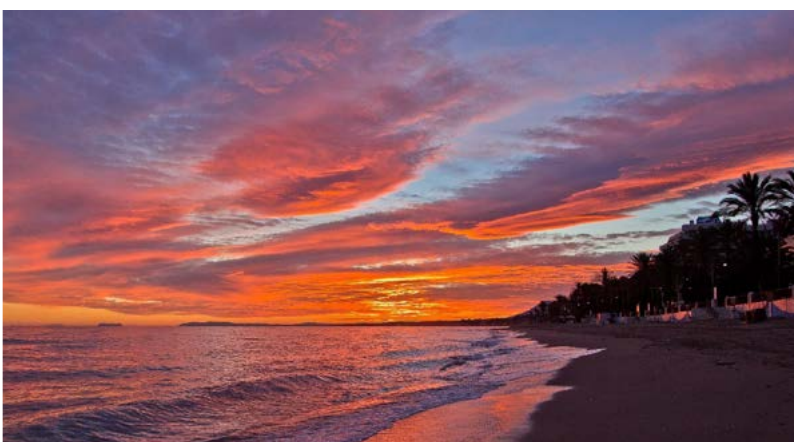
A leader in education

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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