



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

Appointment of

# Senior Manager, Indigenous Engagement – Identified s25

QUEENSLAND ALLIANCE FOR AGRICULTURE AND FOOD INNOVATION (QAAFI)



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## 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.

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## Queensland Alliance for Agriculture and Food Innovation (QAAFI)

We are a research institute of The University of Queensland (UQ), one of the world's leading research providers in tropical and sub-tropical agriculture and food production. We work across crops, horticulture, animals, and nutrition and food sciences, and are supported by industry and the Queensland Government.

QAAFI is comprised of four inter-related research centres, with a focus on the challenges facing tropical and sub-tropical food and agribusiness sectors in the tropical and subtropical systems.

Further information about QAAFI can be found at [qaafi.uq.edu.au](http://qaafi.uq.edu.au).

### Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available online.





## Role of the Senior Manager, Indigenous Engagement

### About this opportunity

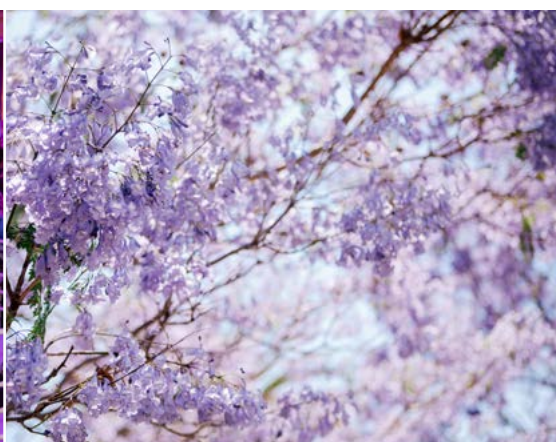
In collaboration with QAAFI's Institute Director and Executive management team, you will play a key role in facilitating and supporting the development of Aboriginal and Torres Strait Islander engagement strategies, recruitment and action plans across the QAAFI Institute. Your role will involve building employment opportunities, capabilities and leadership qualities of Aboriginal and Torres Strait research staff and students both within the University and across communities contributing to the development of Indigenous research methodologies and knowledge pertaining to QAAFI research activities. You will have a strong focus on ensuring that non-Indigenous QAAFI staff develop the necessary cultural competence to engage effectively in service of genuine and mutually beneficial partnerships with Indigenous Communities, and indeed, Indigenous staff and students.

You will work in partnership with senior staff within the Department of Agriculture and Fisheries (DAF) to identify collaborative opportunities between QAAFI and DAF in areas such as advancing Aboriginal and Torres Strait Islander participation rates, research activities, community engagement and HDR internships. You will report to the QAAFI Director Institute Operations and will be part of the QAAFI Executive Team. You will be expected to develop, grow and nurture a high quality collaborative working partnership with the Deputy-Vice-Chancellor (Indigenous Engagement) and appropriate senior DAF staff.

### Duties

Duties and responsibilities include, but are not limited to:

- Continue to develop and implement broadly across QAAFI a Cultural Competency Framework with the aim to build capability, raise awareness and generate effective engagement and collaboration across QAAFI.
- Lead the implementation of the UQ Reconciliation Action Plan (RAP) within QAAFI and also develop an aligned QAAFI RAP.
- Work in collaboration with the relevant senior managers within QAAFI and DAF to leverage productive linkages with relevant internal and external stakeholders to identify opportunities for QAAFI and DAF to conduct and/or support research projects and activities in collaboration with Aboriginal and Torres Strait Islander communities.
- Work actively to build relationships and Indigenous numbers across QAAFI (academics, professional staff and HDR students) by utilising multiple avenues and networks.
- In consultation with relevant stakeholders including UQ's Manager, Indigenous Employment and UQ's Human Resources team, support the delivery of an Indigenous Career Pathways and Retention Strategy across QAAFI.
- Assist in the recruitment of Aboriginal and Torres Strait Islander students and staff with the aim of achieving a minimum of parity on a proportional population basis.



- For QAAFI Indigenous HDR students, provide mentorship, guidance, pastoral and cultural care to ensure their retention within QAAFI and where required, for their engagement with DAF.
- Provide advice and support to QAAFI and DAF communications teams and researchers on appropriate language, content and representation of Indigenous stakeholders and related research in media and communication materials.
- Explore collaborative internship and commercial opportunities with Indigenous communities and enterprises.
- Identify, communicate and contribute to the mitigation of risks that could impact on the effectiveness of QAAFI's and where appropriate, DAF's impact and collaboration with Indigenous stakeholders.
- Promote and contribute to a collaborative partnership between the Deputy-Vice Chancellor (Indigenous Engagement) and other University-wide offices currently engaging with driving the UQ Indigenous research strategy and ensure that QAAFI's Indigenous and research strategies are aligned.
- Hold a key management position within QAAFI and will be a part of the QAAFI Executive Leadership group, and be expected to be an active member of the QAAFI Diversity and Inclusion Committee.
- Identifying potential opportunities to work across other areas of UQ which intersect with QAAFI's research activities, particularly within the Faculty of Science and the Schools of Agriculture and Food Sustainability, and Environment.
- Examine QAAFI worksites and ensure the identification and provision of defined culturally safe spaces to support staff wellness and connection.

## 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

This position reports to the QAAFI Director Institute Operations and will be part of the QAAFI Executive Team. The position is expected to develop, grow and nurture a high quality collaborative working partnership with the Deputy-Vice-Chancellor (Indigenous Engagement) and appropriate senior DAF staff.



## About you

### Essential

The University of Queensland considers that being Aboriginal and/or Torres Strait Islander is a genuine occupational requirement for this position under s25 of the *Anti-Discrimination Act 1991(Qld)* and the filling of this position constitute a special/equal opportunity measure 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.

- Qualifications and training equivalent of a postgraduate degree, or an equivalent combination of relevant experience and/or education/training.
- Excellent interpersonal skills appropriate for interacting with both Indigenous and non-Indigenous stakeholders including possessing the requisite initiative, drive, and flexibility to achieve results.
- Demonstrated knowledge and understanding of Indigenous cultural heritage, economic development issues and the ability to correctly identify Traditional Owner Groups and engage effectively with Aboriginal and Torres Strait Islander people.
- Highly effective communication skills, including facilitation, the ability to prepare comprehensive reports and make recommendations, conflict management, complaints resolution, presentation skills, strategic relationship management and a proven track record of influencing others to achieve co-operation at senior levels with internal, external stakeholders and the community.
- Demonstrated ability to initiate and implement strategic plans and programs and to affect high level stakeholder and organisational buy-in with proven ability to manage effectively through ambiguity to achieve strategic outcomes.
- Exceptional organisational skills with the demonstrated ability to meet deadlines, a commitment to achieving quality outcomes, the ability to work under pressure and establish priorities regarding workload and to work both independently and as part of a team.
- Experience in liaising and collaborating with external agencies to develop research initiatives.
- Experience within, or an understanding of, the agriculture and/or food sectors.

### Additional information

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University's [Diversity and Inclusion webpage](#) for further information and points of contact if you require additional support.

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, fixed-term position for up to three years at HEW Level 9.

The full-time equivalent base salary will be in the range \$130,046 – \$137,525 plus super of up to 17%. The total FTE package will be in the range of \$152,154 – \$160,905.

You will be able to take advantage of [UQ Sport Facilities](#), recreation leave loading (of 17.5%), salary sacrificing options, on-campus childcare, discounted private health insurance, affordable parking, [development programs](#) and many other benefits.

For further information, please review [The University of Queensland's Enterprise Bargaining Agreement 2021-2026](#).

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## How to apply

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

- Cover letter addressing key selection criteria
- 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.

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## Selection committee

The selection committee for this appointment will be chaired by Dr Michael O'Shea.



## 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 (63), 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](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*

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##### **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*

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##### **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*

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##### **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.**

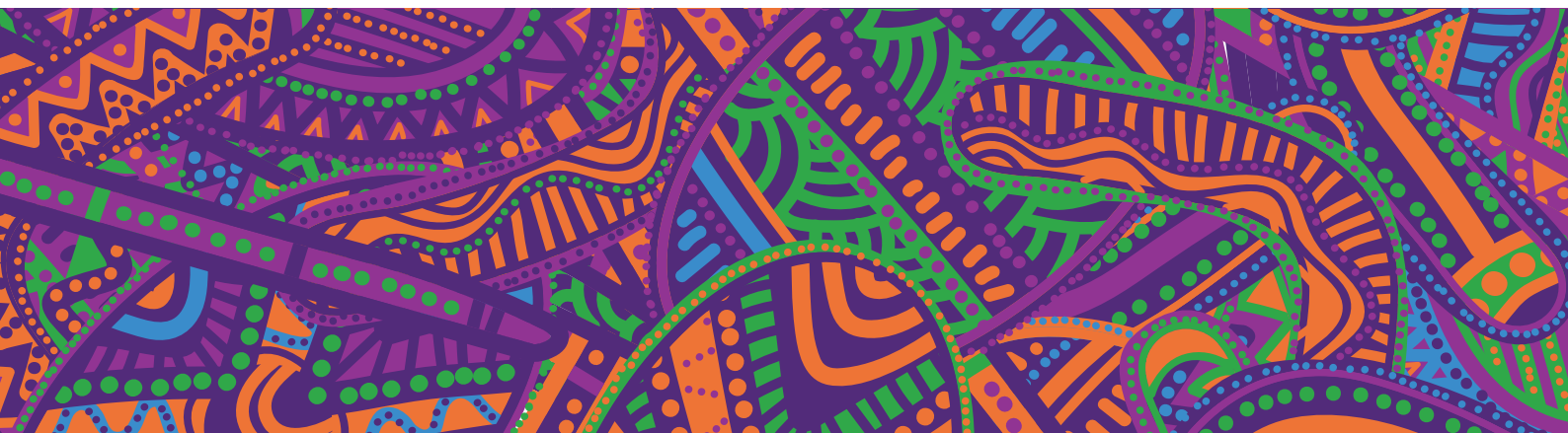
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

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)





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