



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of
Lecturer / Senior Lecturer in
Mathematics or Statistics

SCHOOL OF MATHEMATICS AND PHYSICS



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School of Mathematics and Physics

The School of Mathematics and Physics (SMP) sits within the Faculty of Science. It is one of the largest Schools at The University of Queensland (UQ). Its strengths lie in delivering high-quality teaching, conducting research that is recognised at national and international levels, and contributing to society through its engagement with industry, government and the broader community. It is a multidisciplinary School that pursues excellence across all of its academic endeavours.

SMP provides a family-friendly workplace and offers a number of flexible work options to help staff balance their responsibilities at work and at home. It holds the [Silver Pleiades Award](#) of the Astronomical Society of Australia demonstrating a sustained record of monitoring and improving the working environment. Further information can be found [here](#).

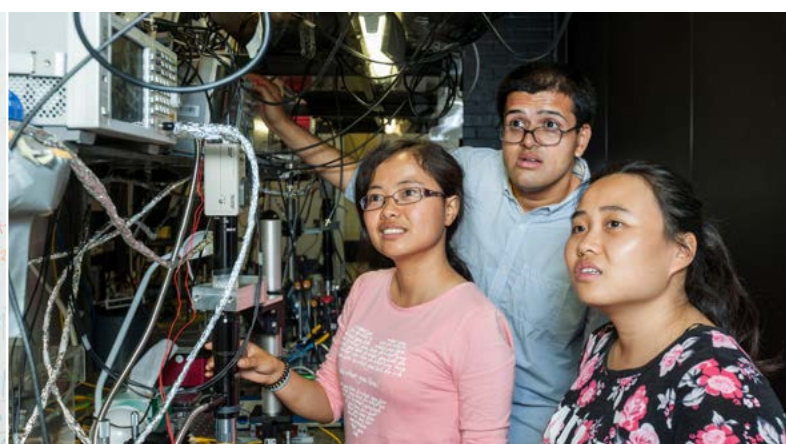
SMP has sustained success in attracting research funding, particularly Australian Research Council funding, annually winning significant numbers of Discovery Projects and a range of fellowships. In addition, the School has had considerable Centre of Excellence (CoEs) success, hosting the lead node for three CoEs in the period 2013-2024 and with staff being chief investigators in a further eight CoEs in that period.

SMP is the leading provider of tertiary mathematics and physics education in Queensland. The School teaches a comprehensive undergraduate program in science, mathematics, statistics, and physics, as well as performing service teaching for students of engineering and the life sciences. There is also an extensive postgraduate research program, which has more than 100 Higher Degree by Research students currently enrolled in the School. Undergraduate programs offered include BSc (with an Honours year), BMath (with an Honours year), BA and BAdvSci; coursework postgraduate degrees (MSc, MFinMath, MDataSc, MQTech, M CyberSec, M BusAn) and research degrees (MPhil and PhD) at postgraduate level. Staff in the School are highly recognised for their excellence in teaching and learning and have received a range of university and national teaching awards and citations, Higher Education Academy United Kingdom Fellowships, and significant Office of Learning and Teaching grants.

Engagement with national discipline-related bodies, societies, and institutes is also important to SMP, and the School maintains ongoing collaboration with the Australian Institute of Physics (AIP), the Australian Mathematical Society (AustMS), the Statistical Society of Australia (SSA), the Australian Mathematical Sciences Institute (AMSI) and the Mathematical Research Institute, MATRIX.

There are a total of 129 full-time equivalent academic staff members in the School, and 19 professional School staff who provide professional, technical and administrative support.

Further details of the School's achievement and the teaching and research interests of academic staff may be accessed on the School's [website](#).



Our commitment to workplace diversity and inclusion

Strategies, plans and governance

UQ values equity, diversity, and inclusion, and seeks to reflect the broader community by attracting and retaining high-quality staff from a range of backgrounds.

We are committed to identify and address areas of under-representation among staff and aim to provide a respectful and healthy work environment for staff from all backgrounds, focusing on six key areas:

- Aboriginal and Torres Strait Islander employment
- gender
- sexuality, gender, and sex
- cultural and linguistic diversity
- disability
- work and caring responsibilities

Improving gender equity

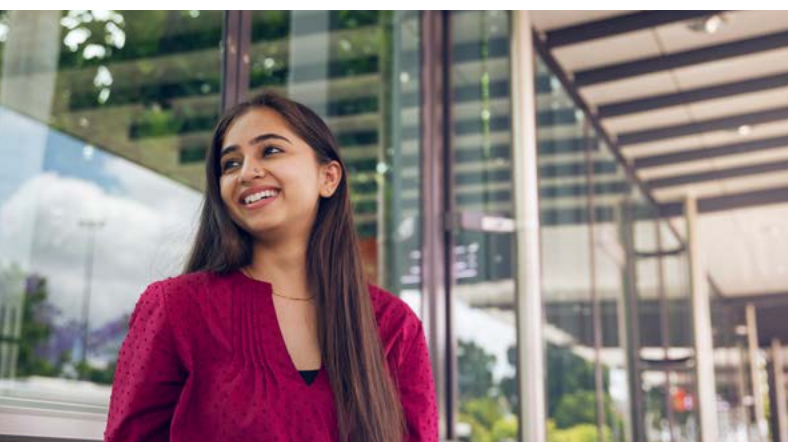
UQ is proud to be a Bronze Institutional Award level recipient in the from SAGE Athena Swan Program and a Silver Award for the AWEI. We remain committed to improving gender equity in the workplace, demonstrated by:

- Workplace Gender Equality Agency (WGEA)
- SAGE Pilot of Athena SWAN
- The University of Queensland Strategic Plan
- UQ's diversity and inclusion policies and procedures
- UQ Ally Network

Our initiatives include:

- increasing the proportion of women in senior positions.
- increasing support of career progression of women in research.
- providing equal remuneration for women and men for work of equal or comparable value.
- removing barriers that prevent women from participating equally in the workplace.
- providing more access to resources for women to achieve leadership roles.
- eliminating assumptions of caring responsibilities of men and women.
- changing workplace culture to embrace gender equality as a normative practice.
- assisting in making transition from parental leave to return to work as smooth as possible.

Listen to inspiring interviews from women who have found success in academic and professional roles at UQ featured in our [Women Finding Success Podcast](#).



Role of the Lecturer / Senior Lecturer in Mathematics or Statistics

About this opportunity

The School of Mathematics and Physics is seeking a Lecturer/Senior Lecturer in mathematics or statistics. **This position is only open to women and those who identify as women.** This recruitment strategy is aimed at continuing to improve the diversity of the School's academic staff, and to demonstrate its commitment to gender equity.

The appointee will have a developed research program in mathematics or statistics, and will be required to engage in undergraduate and postgraduate teaching and curriculum development, including service courses. The appointee will also supervise Higher Degree by Research (PhD and MPhil), postgraduate coursework and Honours students, conduct high-quality research and perform administrative, outreach and other activities associated with the School.

Duties

Teaching

- Teaching across different settings and actively contributing towards good educational practice and innovative curriculum design, including online learning and alternative teaching methods.
- Coordinating courses, preparing and delivering lectures and other learning activities as required, and undertaking assessment and marking for undergraduate and postgraduate courses.
- Contributing to the development of new programs and course materials as needed, by consulting with program advisors and stakeholders, ensuring courses are engaging, relevant and contemporary.
- Maintaining and improving the quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Provision of high-quality service to students, including academic counselling and advising.
- Understanding and applying University Rules relevant to teaching and learning practices.

Level C (Senior Lecturer) will also include:

- Supporting the ongoing improvement of programs via successful coordination of a significant aspect of a program (e.g., a major or a field of study) or a significant contribution to the development or coordination of teaching to ensure courses are engaging, relevant and contemporary.

Research

- Developing an independent and/or team research program to achieve recognition and impact in the research area.
- Working with colleagues and postgraduates in the development and conduct of joint research projects and applications for external research funding support as a chief investigator.
- Publishing in high-quality research journals and conference proceedings.



Level C (Senior Lecturer) will also include:

- Encouraging, initiating and coordinating strategic collaborative research projects in area of expertise, across University, national and international levels.

Supervision and researcher development

- Supervising Honours, Masters and Higher Degree by Research students.
- Working to promptly resolve conflicts and grievances when they arise in accordance with University policy and procedures.

Level C (Senior Lecturer) will also include:

- Leading others in the responsible conduct of research.
- Effective supervision, management and development of researcher capability and skill, including facilitating engagement opportunities.
- Managing staff effectively throughout the employee lifecycle in accordance with University policy and procedures.

Citizenship and service

- Active development of partnerships by fostering relationships with colleagues, industry, government departments, professional bodies and the wider community.
- Leadership through mentoring and collaboration.
- Efficient management of allocated internal service roles and processes, including participation in decision-making and service on relevant committees.
- Effective performance of a range of administrative functions as required.
- Provision of support to other academic positions as needed.
- Consistent demonstration of the UQ values.

Level C (Senior Lecturer) will also include:

- Establishing a track record of external collaboration.
- Advancing external links and partnerships by collaborating on external activities and sustaining relationships with industry, government departments, professional bodies and the wider community.

Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

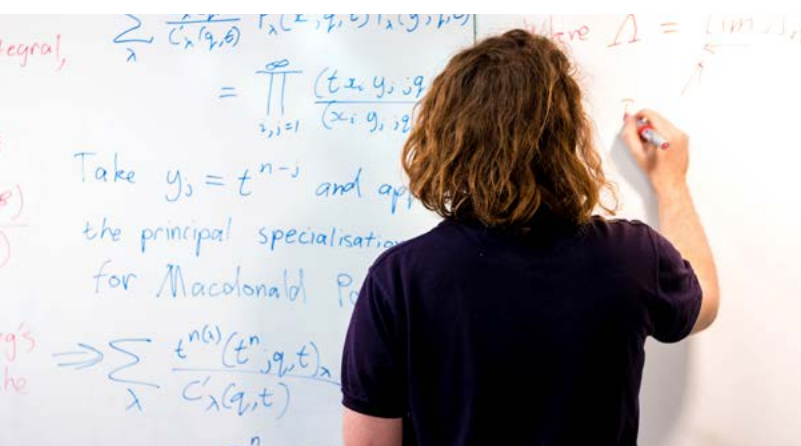
- The University's [Code of Conduct](#).
- Requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University, Faculty, Institute or School.



- 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.
- Any other duties as reasonably directed by your supervisor(s).

Organisational relationships

This role reports to the Head of Mathematics and Deputy Head of School.



About you

Essential

The filling of this position constitutes an equal opportunity measure under Section 105 of the Anti-Discrimination Act 1991 (Qld). **This position is only open to women and those who identify as women.** UQ is committed to a fair, equitable and inclusive selection process, recognising that some applicants may face barriers and challenges, which have impacted and/or continue to impact their career trajectory. Candidates who may not meet all the selection criteria are encouraged to apply and demonstrate their potential in the role. The selection panel will consider both your potential and any performance relative to opportunity when assessing your suitability for this role.

Applicants should possess a PhD or equivalent in a relevant field such as mathematics or statistics. Additional selection criteria are:

Level B (Lecturer)

- A growing profile of contributions towards a range of teaching responsibilities, evidence for which can include designing learning materials and assessment tasks, using effective teaching and learning approaches, coordinating courses and participating in other student experiences.
- A developing national profile in research in the discipline area, evidence for which can include a track record of publications and a contribution to the transfer of knowledge.
- Evidence of contributing to and sometimes leading applications for external research funding.
- A growing record of effective supervision of Honours, Masters and Higher Degree by Research students.
- Evidence of effective performance of internal service roles in conjunction with active contributions to external activities.

Level C (Senior Lecturer)

- An established profile of effective contributions towards a range of teaching responsibilities, including improving curriculum design and assessment practices, modifying teaching and learning approaches to achieve enhanced learning outcomes, and leading courses, discipline plans or programs.
- Evidence of building and maintaining education collaborations and undertaking professional learning in teaching.
- National recognition, with a developing international profile, in research in the discipline area, evidence for which can include a track record of publications, invitations to high-profile conferences, and a contribution to the transfer of knowledge.
- Evidence of contributing to and sometimes leading successful applications for external research funding.
- An established record of effective supervision of Honours and Higher Degree by Research students to successful completion, evidence for which can include: supervisory role contributing to successful completion of Honours or RHD students; developing supervisee capabilities and skills; and facilitating engagement opportunities for supervisees.
- Demonstrated achievement and initiative in internal service roles in conjunction with an established record of external activities.



Conditions of employment

Employment type

This is a full-time, 100% FTE, continuing Teaching and Research appointment at Academic Level B or Academic Level C, commensurate with the successful candidate's experience, skills and abilities.

Salary and benefits

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

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

For further information about UQ's benefits, please visit [Why Work at UQ](#) and review [The University of Queensland's Enterprise Bargaining Agreement 2021-2026](#).

Sponsorship

Visa sponsorship may be available for this appointment.

How to apply

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

- Outline of their research program.
- Resume.
- Cover letter addressing:
 1. the 'About You' section within this Appointment Booklet, and
 2. how their research complements and supplements the current research strengths in the School.
- Contact details of at least two referees who will be able to write recommendation letters. You will be notified before references are conducted.



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

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.

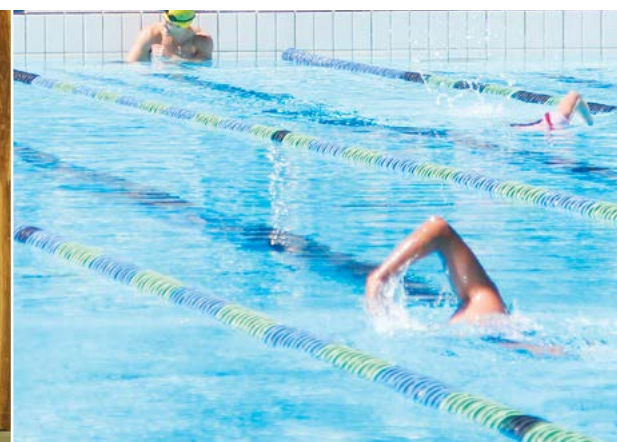
Courage

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

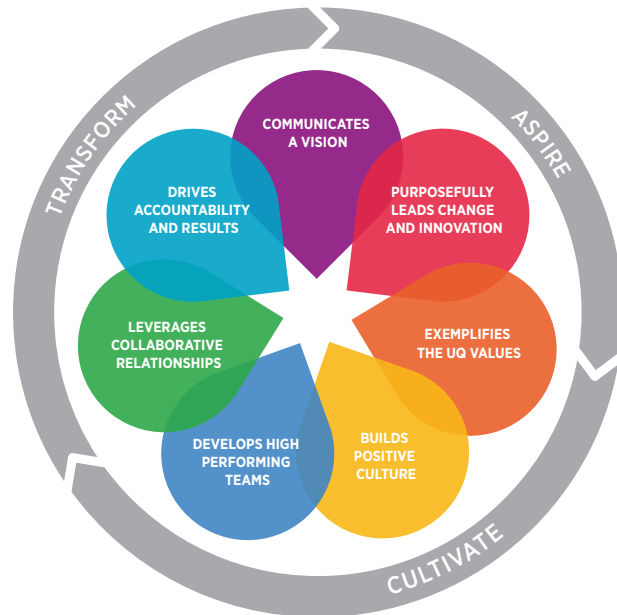


UQ Leadership Framework

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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