



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of
Lecturer / Senior Lecturer
– Public Health (Teaching &
Research Focused)



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Faculty of Medicine

With three research-intensive schools and five hospital-based institutes, The University of Queensland (UQ) Faculty of Medicine is positioned to link pre-clinical and clinical sciences with population and global health.

Across our entire community, there is a shared ambition and commitment to making a difference. The faculty has a gross budget allocation of \$330 million of UQ's total \$2.0 billion budget, employs more than 1000 of UQ's 6600 staff and has a community of more than 4200 non-salaried academic appointees.

More information about the Faculty is available [here](#).

School of Public Health

The School of Public Health (SPH) is one of three schools in the Faculty of Medicine, and one of over twenty schools at The University of Queensland. SPH hosts a multidisciplinary range of research and teaching programs across the broad range of public health disciplines. We have a reputation for excellence nationally and internationally, ranked 5th in Australia and 39th globally in the Shanghai 2023 Global Ranking of Academic Subjects.

The school is a place with a strong culture aligned around our mission: Working together to improve the health and wellbeing of populations in a changing and inequitable world. It is a place where people like to work, and students like to study. Our research addresses some of the world's most pressing population and public health challenges. The school offers teaching programs that are relevant to leading and emerging health issues – our Master of Public Health (MPH) was the first in the Asia Pacific region to achieve curriculum validation from the Agency for Public Health Education Accreditation (APHEA).

Consistent with our mission and values, the School prioritises commitment to First Nations sovereignty, and equity, diversity and inclusion. SPH prides itself on its research excellence, with strengths in First Nations Health and Wellbeing, Women's Health, Mental Health and Tobacco Control, Non-Communicable and Infectious Diseases, and more recently Environment and Health.

More information about the School is available [here](#).



Role of the Lecturer / Senior Lecturer – Public Health (Teaching & Research Focused)

About this opportunity

This is an exciting opportunity for a Teaching and Research academic to join a top 50 university as either a Lecturer or Senior Lecturer.

As a Lecturer (Level B), the role offers a chance to develop your profile in teaching, research, and service. You may also supervise Honours and Higher Degree by Research (HDR) students, with the goal of achieving national recognition in your field.

At Senior Lecturer level (Level C), you'll build on your established record in teaching, research, and service, including clinical teaching if relevant. You'll lead staff activities and have a strong track record in supervising HDR students to successful completion as a principal supervisor.

Duties

Lecturer (Level B)

Teaching

- Contribute to the development of new programs and course material in public health/ epidemiology 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 Public Health and/or Epidemiology.
- 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.

Citizenship and service

- Actively develop partnerships by fostering relationships with colleagues, industry, government departments, professional bodies and the wider community.
- Shows leadership of self and others through mentoring and collaboration.
- Efficiently manage allocated internal service roles and processes, including participation in decision-making and service on relevant committees.
- Effectively perform a range of administrative functions as required.
- Provide support to other academic positions as needed and during absences.
- Consistently demonstrates the UQ values.

Senior Lecturer (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 Epidemiology and/or Public Health 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.
- Undertake independent and/or team research that where possible impacts on policy and practices resulting in national recognition and developing international recognition in Epidemiology and/or Public Health research.
- 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.

Citizenship and service

- Consistently demonstrate behaviours that align to the UQ values.
- Shows leadership of self and others through mentoring, collaboration and a responsibility for staff wellbeing.
- Demonstrate a track record of achievement in relation to internal service roles, including high level of collaboration and participation in decision-making and service on relevant committees.
- Undertake administrative processes as required.
- Establish a track record of collaboration in relation to external service activities.
- Advance external links and partnerships by collaborating on external activities and sustain 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).



About you

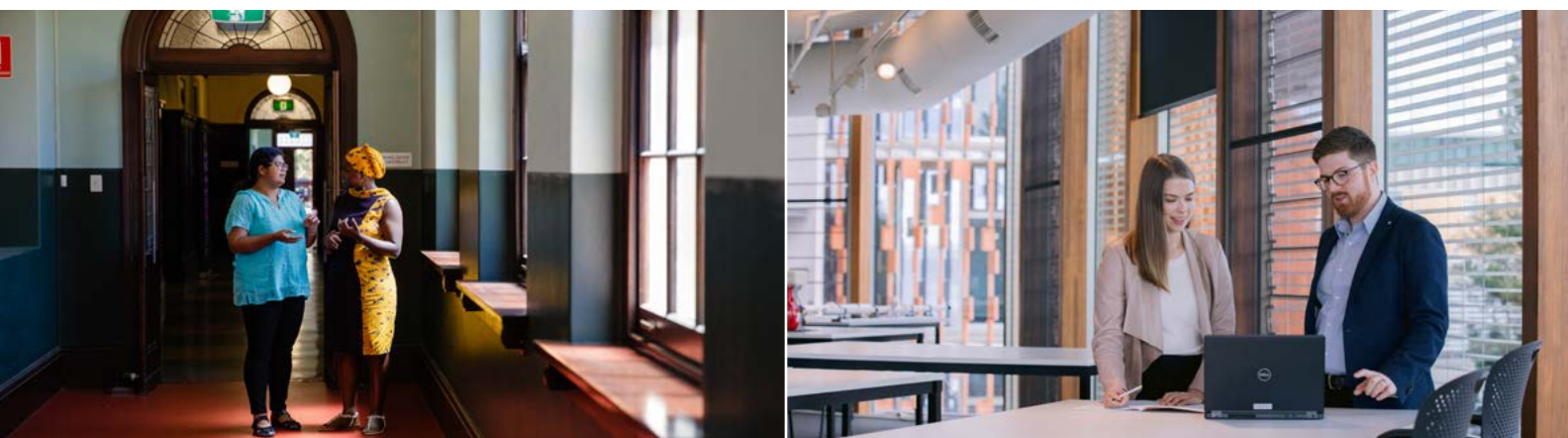
Applicants should possess a PhD in a Public Health field. Additionally, you will demonstrate:

Lecturer (Level B)

- A growing profile in teaching and 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.
- Evidence of a high level of quality teaching at undergraduate, honours and postgraduate level across a variety of settings, including small and large groups.
- Experience in course coordination and contribution to the development and continuous innovation of new programs, curriculum design and course material in the discipline area.
- 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.

Senior Lecturer (Level C)

- Completion of a PhD in the discipline area.
- 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 successfully 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.



Conditions of employment

Employment type

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

Salary and benefits

This role is being offered at Academic Level B or Level C, commensurate with the successful candidate's experience, skills, and abilities.

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

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

How to apply

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

- Resume
- Cover letter
- Responses to the 'About You' section



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 (77).

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.

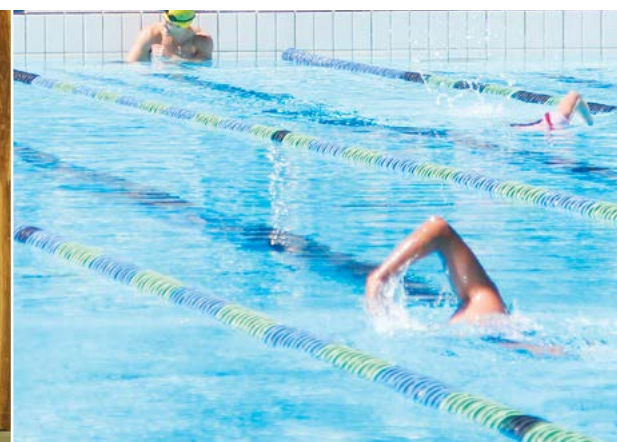
Courage

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

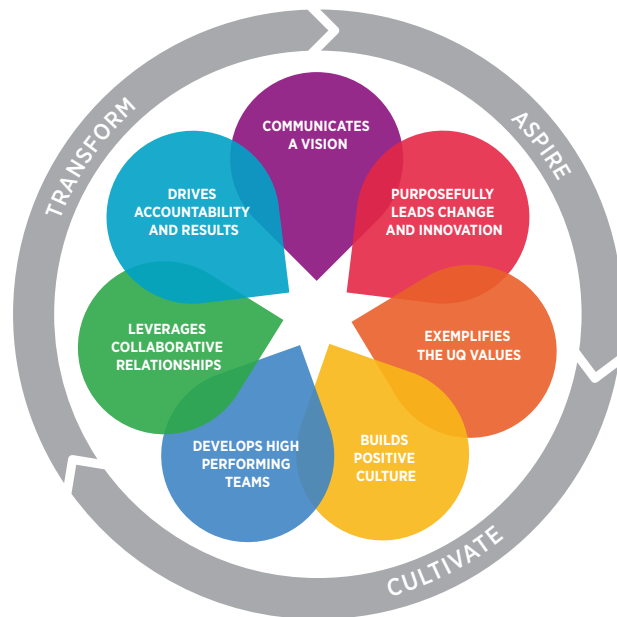


UQ Leadership Framework

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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