



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of
Lecturer / Senior Lecturer
in Interdisciplinary
Agricultural Studies



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School of Agriculture and Food Sustainability

The School of Agriculture and Food Sustainability (AGFS) brings together expertise in agriculture, agribusiness, plant and crop sciences, animal science, soil science, food science and international and rural development. Together our work helps address the complex and unrelenting global issues of climate change, food and water insecurity and biosecurity. With world class teaching and research facilities, the School provides a flagship learning environment for addressing food security and sustainability on a global scale, while training and graduating a workforce capable of tackling these challenges.

As one of the few research-intensive universities worldwide located in a subtropical environment, AGFS enables UQ to be a global leader in agriculture and food science research in subtropical and tropical production systems. We deliver outcomes and impact through strong partnerships with industry, government, and other organisations.

Information about the School may be accessed on the School's [website](#).



Role of the Lecturer / Senior Lecturer in Interdisciplinary Agricultural Studies

About this opportunity

We are seeking a dynamic and experienced Lecturer/Senior Lecturer with a strong background in teaching and curriculum development. The successful applicant will be expected to deliver content in one key discipline aligned with the programs in our School of Agriculture and Food Sciences (AGFS), such as Animal Science, Plant & Crop Science, Food Science, Agribusiness, and Agricultural Systems. However, the role will also involve supporting curriculum design across multiple disciplines, collaborating with and assisting other academic staff across our broad multidisciplinary school.

This role offers the opportunity to collaborate with academics across both of our campus locations. You will play a key role in driving the development of teaching and learning capabilities through curriculum innovation, the integration of new learning technologies, and the implementation of cutting-edge teaching practices. Additionally, you will lead initiatives for collaborative projects and communication both within the school, across the university, and with the broader academic and professional community.

We are looking for someone who is passionate about teaching and learning innovation and who will actively engage with UQ's Teaching and Learning innovation community to drive excellence in education.

Duties

Key responsibilities will include:

Teaching

At Level B

- 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.



At Level C

- Contribute effectively to teaching, including course coordination, across internal and external modalities.
- 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.
- Undertake other activities which contribute to maintaining currency within the discipline and professional learning in teaching.
- Grow the reputation of teaching excellence in the discipline across the Faculty, UQ, and externally.

Research**At Level B**

- The option to 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.

At Level C

- 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

At Level B

- 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.
- Facilitate engagement opportunities for supervisees, where applicable.

At Level C

- 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.
- Work to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

Citizenship and service

At Level B

- Consistently demonstrate behaviours that align to the UQ values.
- Actively develop external links by collaborating on external activities and fostering relationships with industry, government departments, professional bodies and/or the wider community.
- Show leadership of self and others through mentoring, collaboration and active participation in priority activities for the School.
- Perform a range of internal service roles and processes, including participation in decision making and service on relevant committees.
- Provide support to other academic positions as needed and during absences.

At Level C

- Consistently demonstrate behaviours that align to the UQ values.
- Shows leadership of self and others through mentoring, collaboration, and responsibility for staff well-being, including mentoring colleagues for Teaching Awards, Educational Fellowships, etc.
- 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 and engagement including media opportunities that raise the profile of educational excellence at UQ.
- Advance external links and partnerships by collaborating on external activities and sustain relationships with industry, government departments, professional bodies and the wider community that enhance curriculum, teaching, and assessment, and create new WIL opportunities.

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

The position reports to the Deputy Head of School – School of Agriculture and Food Sustainability.



About you

Applicants should possess a PhD or equivalent in Biological Sciences, Agricultural Sciences, Food Sciences or Education.

Additionally, you will demonstrate:

At Level B

- 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 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.

At Level C

- 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 National profile in education research in the discipline and/or 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.



Conditions of employment

Employment type

This is a full-time (100% FTE) continuing position at an Academic Level B or Academic Level C, commensurate with relevant skills and qualifications.

Salary and benefits

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

The full-time equivalent base salary at Level C 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.

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](#).

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

Please note that you will be asked to add all documents into the one upload box labelled 'resume', which is step one of the application form.



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.

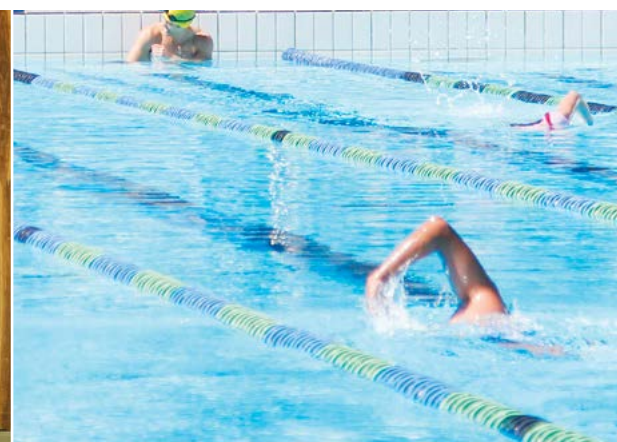
Courage

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

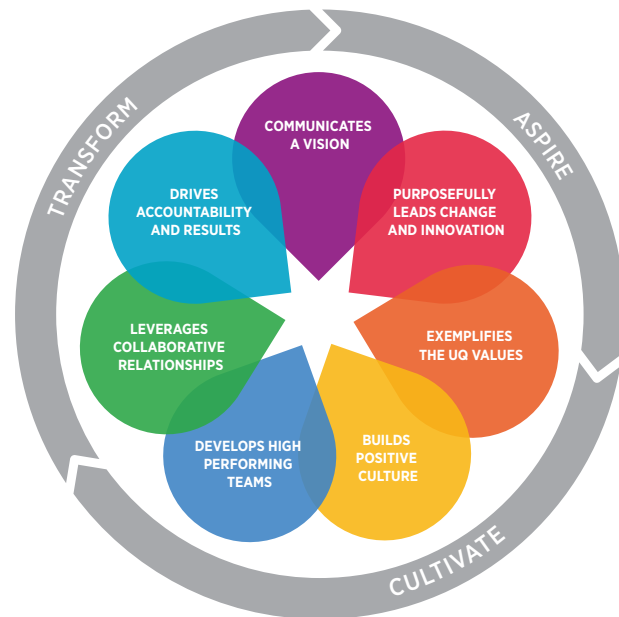


UQ Leadership Framework

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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