



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of

Associate Dean (Indigenous Engagement)

FACULTY OF MEDICINE



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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.

Welcome

The University of Queensland's Faculty of Medicine is an internationally recognised provider of world-class education and research. The Faculty consists of three schools and five hospital-based institutes and research centres. The Faculty of Medicine offers Australia's largest medical degree program for graduates and school-leavers. We strongly support the celebration of Aboriginal and Torres Strait Islander cultures and recognise the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to learning, discovery and engagement activities.

This position of Associate Dean (Indigenous Engagement) will work in close partnership with Professor Bronwyn Fredericks, Deputy Vice-Chancellor (Indigenous Engagement) and myself to set a strategic direction for the Faculty of Medicine with respect to Aboriginal and Torres Strait Islander staff, students and communities. Aligning with UQ's Reconciliation Action Plan, our vision is to build a strong sense of belonging and inclusivity that works respectfully with Aboriginal and Torres Strait Islander students, staff and communities in teaching and learning, research and engagement – embracing and enhancing the best of our nation's and the world's diversity.

The Associate Dean (Indigenous Engagement) will be a key member of the Faculty of Medicine Executive, helping to set the overall direction of our Faculty. We view this as a wonderful opportunity for an established or aspiring leader.

Thank you for your interest in this crucial leadership role within our Faculty of Medicine, we look forward to receiving your application.



Professor Geoff McColl
Executive Dean, Faculty of Medicine



Faculty of Medicine

The University of Queensland's Faculty of Medicine is an internationally recognised provider of world-class education and research. The Faculty consists of three schools and five hospital-based institutes and research centres:

- Medical School
- School of Biomedical Sciences
- School of Public Health
- Centre for Health Services Research
- Child Health Research Centre
- Frazer Institute
- Mater Research Institute - UQ
- UQ Centre for Clinical Research

The Faculty of Medicine offers Australia's largest medical degree program for graduates and school-leavers. Undergraduate and postgraduate programs are available in the disciplines of Medicine, Health Sciences, E-Health, Mental Health, Biomedical Sciences and Public Health. The Faculty possesses enormous strengths spanning research, teaching, industry engagement and clinical practice in disciplines ranging from the basic sciences, biomedical research and development to clinical trials and public health.

More information about the Faculty is available at medicine.uq.edu.au.



Role of the Associate Dean (Indigenous Engagement)

About this opportunity

The Associate Dean (Indigenous Engagement) will work in close partnership with the Executive Dean of the Faculty of Medicine to set a strategic direction for Medicine with respect to Aboriginal and Torres Strait Islander staff, students, communities. The Faculty of Medicine is an enthusiastic contributor to the UQ Reconciliation Action Plan, and the Associate Dean (Indigenous Engagement) has the responsibility to oversee contributions to this “one UQ” initiative. In order to ensure that Medicine’s course of action remains aligned to the principles and objectives of the UQ Reconciliation Action Plan, the Associate Dean (Indigenous Engagement) will liaise with stakeholders including the Office of the Deputy Vice Chancellor (Indigenous Engagement).

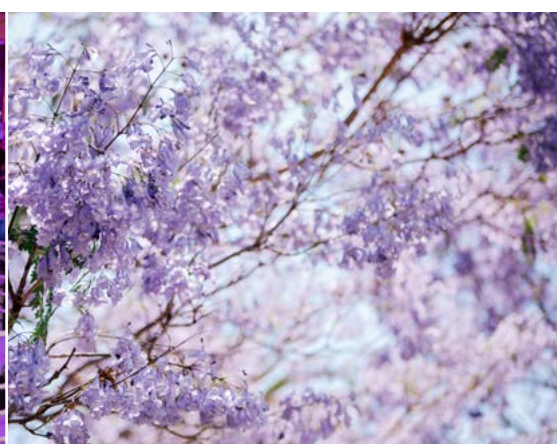
The Associate Dean (Indigenous Engagement) will be a key member of the Faculty of Medicine Executive, helping to set the overall direction of our Faculty.

Policy and Leadership

- Advise the Executive Dean, the Medicine Executive and Leadership on all matters related to Indigenous Engagement and work as part of the Faculty Leadership and Executive teams.
- Liaise with the Director of Advancement on Indigenous-related initiatives.
- Develop and maintain the Medicine Reconciliation Action Plan goals for the UQ RAP, in consultation with the Executive, the Reconciliation Action Coordinator, and the Office of the Deputy Vice Chancellor (Indigenous Engagement).
- Assume responsibility for the establishment of criteria and local procedures for the allocation of funds pertaining to Aboriginal and Torres Strait Islander student recruitment initiatives, liaising with other UQ bodies where appropriate.
- Represent the Faculty on relevant University committees, working parties and review teams.
- Maintain and disseminate current information relating to relevant policy areas and initiatives in State and Federal government, professions and relevant industries, including external funding opportunities.
- Develop strategies to foster collaborations within the Faculty, across UQ, and with external parties.

Research, Teaching and Learning

- Work closely with the Faculty of Medicine Academic and Research portfolios to develop and prioritise recommendations to improve Aboriginal and Torres Strait Islander recruitment and retention in our undergraduate and postgraduate programs.
- Ensure that Medicine practices with respect to attracting, supporting and retaining Aboriginal and Torres Strait Islander students align with best practice in the higher education sector.
- Address the embedding of Indigenous Knowledges, Indigenous Studies, and/or Indigenous Perspectives in the curriculum, in alignment with the objectives of the RAP and the Indigenising Curriculum objectives, ensuring due consideration for the range of disciplines represented across the Faculty.



- Facilitate research mentorship within and across organisational units, particularly with Aboriginal and Torres Strait Islander people enrolled in Higher Degree by Research (HDR) and/or who are early career researchers.
- Work closely with the Faculty Research Office on implementation of and reporting on the UQ Aboriginal and Torres Strait Islander Research and Innovation Strategy.

Indigenous Engagement

- Foster the Faculty's engagement with industry, government departments, professional bodies and the wider community, especially within Aboriginal and/or Torres Strait Islander communities.
- Work with Schools, Institutes and Centres to establish and develop Indigenous-engaged research priorities and projects, and identify opportunities for partnership in key priority areas.
- Ensure best practices for sustained, sustainable and ethical engagement with Aboriginal and Torres Strait Islander partners are understood and followed across the Faculty.
- Develop an effective outreach program that seeks to engage Indigenous communities in place and on campus, particularly by leveraging existing connections and collaborations.
- Align the Faculty of Medicine with the UQ Campuses on Countries Design Framework.

Staff development and engagement

- Advise staff and students about forthcoming engagement opportunities with Aboriginal and Torres Strait Islander colleagues and communities.
- Coordinate Faculty-level workshops and staff development activities on Indigenous- related issues.
- Encourage development of activities to attract the best HDR students (e.g. promotional activities, regular updates of research profiles on the Faculty website and of individual research profiles on UQ Researchers).
- Assist the Executive Dean, Heads of Schools, and Institute and Centre Directors as required, and in conjunction with the Human Resources teams, in the management of human resource matters, including the recruitment, selection and retention of Aboriginal and Torres Strait Islander staff.
- Serve on the Local Confirmations and Promotions Committee when Aboriginal and Torres Strait Islander candidates seek confirmation and promotion.
- Identify and help recruit Indigenous scholars to continuing appointments in targeted research and teaching fields.

Other

As part of this appointment, the successful candidate:

- May negotiate the opportunity to conduct research and/or to teach in a Faculty of Medicine based School.
- May also provide some of the above duties to other areas of the University, on invitation and with the agreement of the Executive Dean.

Organisational relationships

The position reports to the Executive Dean, Faculty of Medicine.



About you

Essential

- Postgraduate qualification in a relevant discipline.
- Demonstrated experience in providing leadership in Indigenous engagement, teaching and research.
- A national profile in Indigenous engagement and leadership development.
- Demonstrated knowledge of Indigenous engagement, teaching and research within a University environment.
- Demonstrated ability to provide academic leadership in partnered research and professional activities.
- Proven experience in influencing change within a diverse organisation.
- The credibility and skills to represent the Faculty's interests in the University and the wider community, and with relevant professional and other bodies.
- Strong relationships management experience, including negotiation and liaison skills, with a broad range of people at different levels and from different cultures.
- Strong interpersonal ability and communication skills including diplomacy, collegiality, the ability to work with others to achieve outcomes, the ability to lead and implement change, and to lead and motivate staff

Additional criteria

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)*.

The position is therefore only open to Australian Aboriginal and/or Torres Strait Islander people.

Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.



What we can offer

This is a part-time position for up to five years at either Academic Level D or E. The part-time appointment may be negotiated.

An underlying continuing role within an appropriate School in the Faculty of Medicine may be negotiated.

How to apply

To discuss this role please contact Caitlin Savage (Principal Advisor, Talent Acquisition) via caitlin.savage@uq.edu.au.

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

- Cover letter
- Resume
- 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 (32), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (33), QS World University Rankings (50), Academic Ranking of World Universities (47), and Times Higher Education World University Rankings (53).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, 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 3 beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include around 20,000 postgraduate and approximately 21,000 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 311,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,000 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 3 Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia; a member of the Association of Pacific Rim Universities (APRU); and one of only 3 Australian charter members of the prestigious edX consortium, the world's leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 7,410 academic and professional staff (full-time equivalent) and has a \$1.877 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



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

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.



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



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.

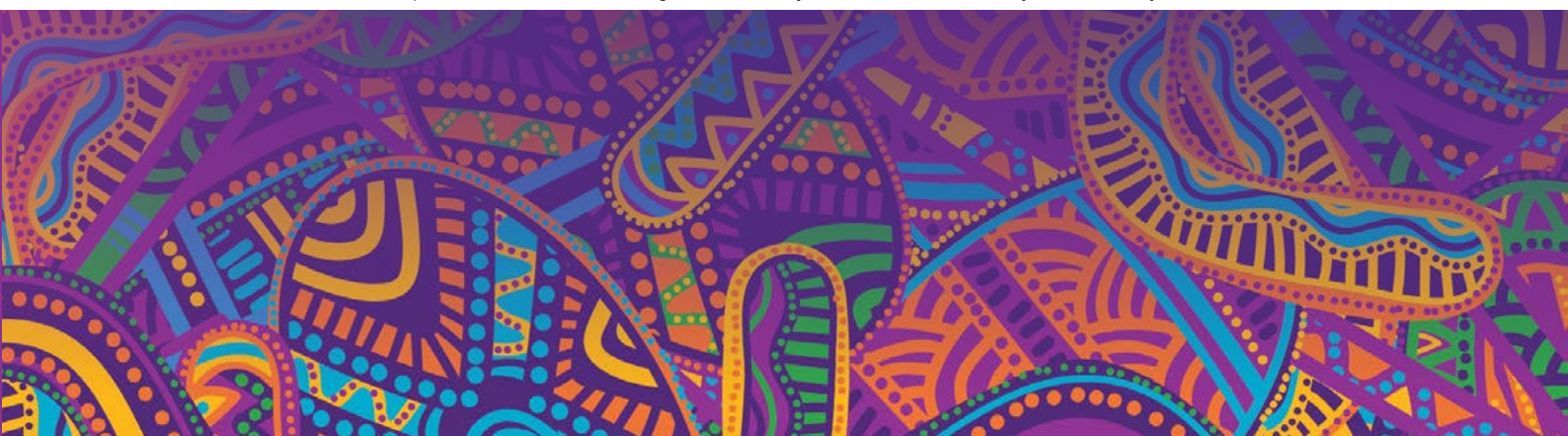
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

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

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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