



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of
Postdoctoral Research Fellow
/ Research Fellow

SCHOOL OF PSYCHOLOGY



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Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences is a strong faculty that has a coherent focus on health and well-being underpinned by a clear integrative theme related to preventive health and behaviour change. Furthermore, the Faculty provides the opportunity for the allied health sciences to have a strong voice and great visibility within the University.

The Faculty includes:

- School of Dentistry
- School of Health and Rehabilitation Sciences
- School of Human Movement and Nutrition Sciences
- School of Nursing, Midwifery and Social Work
- School of Pharmacy
- School of Psychology
- National Centre for Youth Substance Use Research (NCYSUR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for the Business and Economics of Health
- POCHE Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

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

School of Psychology

The School of Psychology is one of the most prestigious schools of psychology in Australia, with a strong reputation built on excellence in both research and teaching. The School has thriving and dynamic research profiles in almost all areas of psychology and is able to attract visitors from overseas and other institutions in Australia. The School has collaborative relationships through cross-appointed staff with other schools in the University, thus creating opportunities for interdisciplinary research.

More information about the School is available at: psychology.uq.edu.au



Role of the Postdoctoral Research Fellow / Research Fellow

About this opportunity

Our prestigious School of Psychology is seeking an experienced and highly motivated Postdoctoral Research Fellow or Research Fellow to conduct high quality research on the School's GROWTH project. This project, *Groups and Relationships to Optimise Wellbeing and Health*, is a public health solution for the prevention and management of loneliness. GROWTH targets the prevention and management of loneliness, which is among our most pressing public health issues. One in four Australians are lonely, and it is especially problematic for two groups – young people who are transitioning into adulthood, and older people who experience later life transitions that put them at increased risk of chronic disease and disability.

Current approaches to loneliness treat its symptoms or consequences (e.g. depression, addiction), and many clinical approaches targeting these symptoms have limited efficacy. The GROWTH program will pioneer a new integrated, sustainable community-focused approach that leverages UQ's intervention program, [GROUPS 4 HEALTH \(G4H\)](#), in ways that help people to optimise their access and use of existing community resources. Working with academic (Australian National University) and community partners who work with young people and older adults (ACT Education Directorate, Ballycara, Bolton Clarke, Relationships Australia, Salvation Army, Lives Lived Well, Southern Queensland Rural Health), GROWTH aims to empower people to manage loneliness when it presents, but also to prevent its occurrence which is needed to reduce the health burden and cost of loneliness at scale.

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

Duties

Postdoctoral Research Fellow (Level A)

Research

- Produce quality research outputs consistent with discipline norms by publishing or exhibiting in high quality outlets.
- Participate in applications for competitive research funding to support projects and activities.
- Work with the GROWTH team and partners to develop and conduct joint research and applications for competitive research funding support.
- Support the day-to-day management of research initiatives and projects of the GROWTH team.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Develop a coherent research program and an emerging research profile aligned with the GROWTH project.
- Review and draw upon best practice research and research translation methodologies.



Supervision and Researcher Development

- Contribute to the effective supervision of Honours and Higher Degree by Research students (as appropriate).
- Demonstrate personal effectiveness in supervision and the management of researcher development.
- Effectively lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.
- As appropriate, manage research support staff effectively throughout the employee lifecycle in accordance with University policy and procedures.
- Work to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

Citizenship and Service

- Demonstrate citizenship behaviours that align to the UQ values.
- Show leadership of self through collaboration and active participation in priority activities for the unit.
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Contribute to internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Begin to develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.

Research Fellow (Level B)

Research

- Develop an independent and/or team research program to achieve national recognition and impact in the research area.
- Produce quality research outputs consistent with discipline norms by publishing or exhibiting in national research journals, other appropriate refereed publications and conference publications, with a lead role in some outputs.
- Participate in or contribute as chief investigator (often in conjunction with more experienced researchers) in applications for competitive research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.
- Work with the GROWTH team and partners to develop and conduct joint research and applications for competitive research funding support.
- Support the day-to-day management of research initiatives and projects of the GROWTH team.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Review and draw upon best practice research and research translation methodologies.



Supervision and Researcher Development

- Demonstrate a track record of the effective supervision of Honours and Higher Degree by Research students.
- Demonstrate personal effectiveness in supervision and management and development of researcher capability and skill.
- Facilitate engagement opportunities for Higher Degree by Research supervisees.
- Effectively lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures.
- Work to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

Citizenship and Service

- Demonstrate behaviours that align to the UQ values.
- Show leadership of self and others through mentoring, collaboration and active participation in priority activities for the unit.
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Effectively and efficiently manage internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Actively pursue and develop external links and partnerships by cultivating 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.



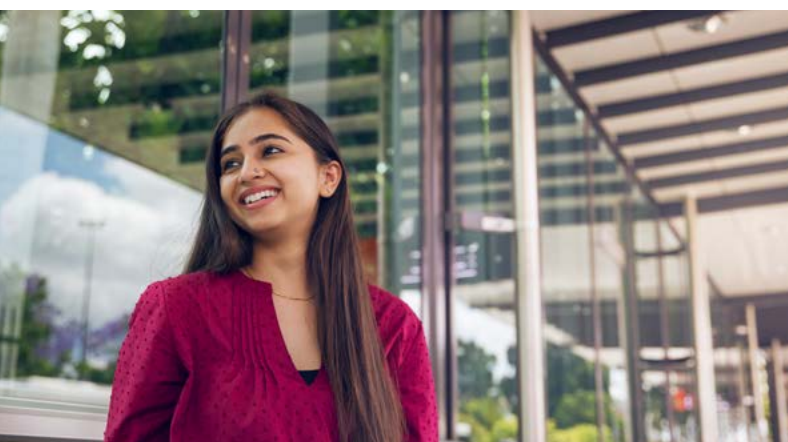
About you

Academic Level A

- Completion or near completion of a PhD in Psychology.
- An emerging profile in research in Psychology.
- Evidence of publications in reputed refereed journals and presenting at conferences.
- Evidence of contributions towards successfully obtaining external research funding.
- Evidence of an emerging network of industry liaisons and professional contacts.
- Well-developed communication, interpersonal and consultative skills and the ability to work collaboratively with colleagues from a multidisciplinary background.

Academic Level B

- Completion of a PhD in Psychology.
- A growing profile in research in Psychology.
- 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.
- A growing record of supervision of Honours and Research Higher Degree students to successful completion.
- Evidence of a developing network of industry liaisons and professional contacts.
- Some experience in meaningful internal service roles that resulted in positive impacts towards the organisational unit.
- Well-developed communication, interpersonal and consultative skills, and the ability to work collaboratively with colleagues from a multidisciplinary background.



Conditions of employment

Employment type

This is a full-time, fixed-term, research focused position for three years at Academic Level A or Level B.

Remuneration

At Level A, the full-time equivalent base salary will be in the range \$74,308 - \$99,426, plus a generous super allowance of up to 17%. The total FTE package will be up to \$86,941 - \$116,329 annually.

At Level B, the full-time equivalent base salary will be in the range \$104,579 - \$124,187, plus a generous super allowance of up to 17%. The total FTE package will be up to \$122,358 - \$145,299 annually.

Work rights

You must have unrestricted work rights in Australia for the duration of this appointment to apply. Visa sponsorship is not available for this appointment.

Mandatory immunisations

It is a condition of employment for this role that you will be required to provide evidence of immunisation against certain vaccine preventable diseases.

Background checks

All final applicants for this position may be asked to consent to a criminal record check. Please note that people with criminal records are not automatically barred from applying for this position. Each application will be considered on its merits.

How to apply

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

- Cover letter
- Full Curriculum Vitae
- Responses to the 'About You' section above



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 (38), 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 more than 170 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

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.

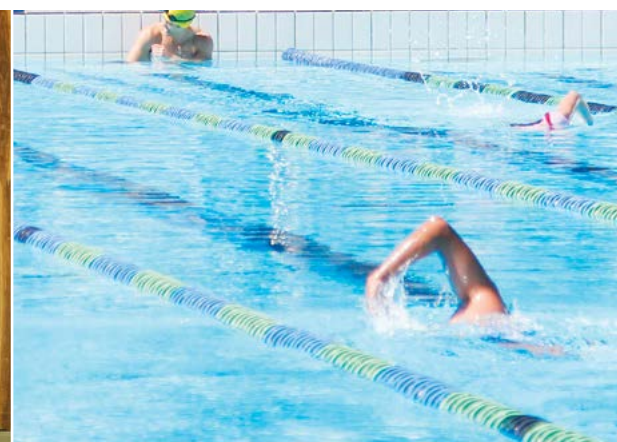
Courage

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



Leadership capability expectations

The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ's strategic direction, and mission, vision and values.

Achieves results and drives accountability

Leaders ensure engagement and performance, and motivate and empower others to achieve results.

Communicates and collaborates with influence

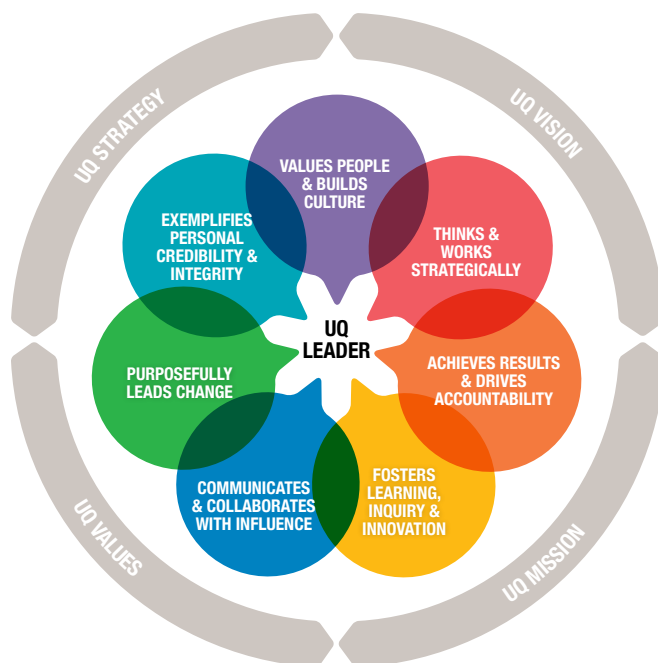
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

Exemplifies personal credibility and integrity

Leaders strive for personal achievement and are visibly proactive and ethical in their dealings with others.

Fosters learning, inquiry and innovation

Leaders nurture an environment that allows for multiple perspectives, challenge assumptions, and model openness to new ideas.



Purposefully leads change

Leaders initiate and lead change and improvement agendas, modelling behaviour that embraces innovation and change.

Thinks and works strategically

Leaders create and communicate a clear direction for the future, aligned with UQ's vision.

Values people and builds culture

Leaders create a positive, constructive workplace where people feel connected and valued.



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.

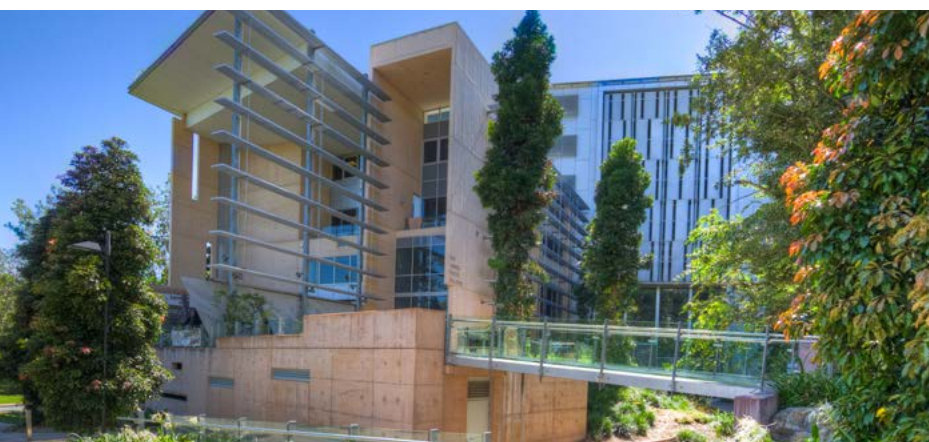


Further information

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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