Appointment of

Lecturer / Senior Lecturer in Business Information Systems

FACULTY OF BUSINESS, ECONOMICS AND LAW
The Faculty of Business, Economics and Law (BEL) incorporates three schools – the Business School, the School of Economics and the TC Beirne School of Law – and two research centres – the Australian Institute for Business and Economics (AIBE) and the Centre for the Business and Economics of Health (CBEH).

With more than 450 staff and 12,000 enrolled students, including 5600 international students, the BEL Faculty is UQ's largest.

The Faculty offers a wide range of undergraduate and postgraduate programs at the St Lucia campus. It also operates UQ Brisbane City, the University’s newest site in the heart of the Brisbane CBD. Home to students and professionals from select postgraduate programs and UQ Executive Education courses, UQ Brisbane City is a unique space where students, alumni, industry and government can create, connect and innovate.

The Faculty’s high-achieving students are taught by leaders in their fields, many of whom are renowned researchers and consultants to companies around the globe. Students can also connect with the Faculty's award-winning Student Employability Team to increase their employability, access opportunities and manage their careers.

The Faculty boasts a global, tight-knit alumni network of more than 67,000. BEL alumni hold leadership positions in the private sector, in government and with not-for-profit organisations worldwide.

More information can be found on the Faculty’s website.

**Business Information Systems**

The Business Information Systems group at UQ Business School has a long tradition of excellence. The group is home to multiple AIS Fellows and faculty members with experience across all major editorial boards (e.g., MISQ, ISR, JAIS, ISJ, EJIS), including a former and the current MISQ Editor-in-Chief.

The group is a collegial, high-performing one, looking for equally collegial and high-performing colleagues to join them. Research by members of the group appears in all the top-tier journals. The Business Information Systems curriculum is contemporary, enrolments are strong, and the group has excellent relationships with industry.

We are particularly seeking applicants with a record of high performance teaching to business students on the topics of business analytics, data management, business process management, information systems design, information systems strategy or information systems management.

This is a rare opportunity to join a vibrant group at the forefront of business IS research, teaching, and practice.
Role of the Lecturer / Senior Lecturer in Business Information Systems

About this opportunity
The Teaching and Research Lecturer at Academic Level B will undertake research of high quality where they will have a growing profile and seek competitive research grants; contribute to undergraduate and postgraduate teaching and supervision and further development of the School’s programs; and perform administrative and other activities associated with the School.

The Teaching and Research Senior Lecturer at Academic Level C will contribute to undergraduate and postgraduate teaching and supervision and further development of the School’s programs; undertake research of high quality where they will have an established profile, and successfully obtain competitive research grants; and to perform administrative and other activities associated with the School.

Duties
Level B – Teaching and Research
Key responsibilities include:

Teaching
• Contribute to the development of new programs and course material in the area of focus, 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 the research area.
• 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.
• Manage 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.
• Ensure 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.
• Show 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.

*Level B – Teaching Focussed*

Key responsibilities will include but are not limited to:

**Teaching**

• Contribute to the development of new programs and course material in the Business Information Systems discipline, 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
• Continue to improve a growing profile in the scholarship of teaching and learning, or discipline-specific research, including dissemination of teaching innovation through workshops, case studies, publication, etc.
• Actively maintain and grow a comprehensive knowledge base of effective discipline-specific pedagogical practices.
• Lead and undertake work with colleagues in the development of quality projects which explore, test, implement and communicate new or improved approaches towards pedagogical practices.
• Actively develop and work with other colleagues in applications for external funding to support projects and activities promoting improved pedagogies.

Supervision and researcher development
• Contribute to the effective supervision of Honours and Higher Degree by Research students (as appropriate).
• Demonstrate effective supervision and management of tutors and supporting staff.
• 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.
• Show leadership of self and others through mentoring and collaboration.
• Assist in student recruitment activities and promotion of the School’s profile.
• Actively engage in internal service roles and processes where available, including participation in decision-making and contribution to School committees.
• Perform any other duties as directed by the supervisor or by the Head of School, and support other academic positions as needed during absences.
• Consistently demonstrates the UQ values.

Level C – Teaching and Research
Key responsibilities include:

Teaching
• Demonstrates an established record of effective contribution to a range of teaching responsibilities.
• Make original contributions which expand knowledge or practice in the relevant discipline.
• Support the ongoing improvement of programs via successful coordination of a significant aspect of a program (e.g., a major or a field of study) or a significant contribution to the development or coordination of teaching to ensure courses are engaging, relevant and contemporary.

• 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 an 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 through translation, including commercialisation of UQ intellectual property.

• Undertake independent and/or team research that where possible impacts on policy, practices and/or commercialisation resulting in national recognition and developing international recognition in the research area.

• 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.

Level C – Teaching Focussed
Key responsibilities include:

Teaching
• Demonstrates an established record of effective contribution to a range of teaching responsibilities.
• Make original contributions which expand knowledge or practice in the relevant discipline.
• Support the ongoing improvement of programs via successful coordination of a significant aspect of a program (e.g. a major or a field of study) or a significant contribution to the development or coordination of teaching to ensure courses are engaging, relevant and contemporary.
• 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
• Grow and maintain an active profile in the scholarship of teaching and learning, or discipline-specific research, including dissemination of teaching innovation through workshops, case studies, publication, etc.
• Actively maintain and grow a comprehensive knowledge base of effective discipline-specific pedagogical practices.
• Lead and undertake work with colleagues in the development of quality projects which explore, test, implement and communicate new or improved approaches towards pedagogical practices.
• Actively develop and work with other colleagues in applications for external funding to support projects and activities promoting improved pedagogies.

Supervision and researcher development
• Act as Principal Supervisor to Higher Degree by Research students.
• Lead the facilitation of engagement opportunities for supervisees.
• Effective lead and develop employee performance and conduct by providing feedback, coaching, and professional development.

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.
About you

Applicants should possess a PhD in a relevant field (Information Systems) or submitted for final review. Additionally, you will demonstrate:

**Level B – Teaching Focussed**
- Evidence of a high level quality of teaching at undergraduate and/or postgraduate levels in the discipline area.
- Experience in course coordination and contribution to the development and continuous innovation of new programs, curriculum design and course material.
- Evidence of scholarship of teaching, including education research, teaching innovations, or case study development.
- Strong collaboration skills, inter-personal skills, and integrity.
- Evidence of performing value-adding service roles in a university setting.
- High personal work ethic to complete tasks in a timely manner.
- Ability to relate to students, academic staff, and professional staff.

**Desirable**
- Enrolment or completion in a Higher Education (HEA) Fellowship or equivalent contemporary teaching focussed professional development.
- Experience with facilitation and administration of flipped classroom courses.

**Level B – Teaching and Research**
- 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.

**Level C – Teaching Focussed**
- Enrolment or completion in a Higher Education (HEA) Fellowship or equivalent contemporary teaching focussed professional development.
- An established profile in teaching in the discipline area.
- National recognition in the area of expertise, with an internationally developing profile.
- 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.

Level C – Teaching and Research
• 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.

Other
In addition, the following mandatory requirements apply:

• **Work Rights:** Visa sponsorship may be available for this appointment.
• **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.
**Conditions of employment**

**Employment type**
This is a full time continuing appointment at Level B or Level C. This position is open to both Teaching and Research and Teaching focussed academics.

**Salary and benefits**
This is a full-time 100% continuing position at Academic level B or C.

The full-time equivalent base salary at **Academic Level B** will be in the range $104,579.67 - $124,187.99, plus a generous super allowance of up to 17%. The total FTE package will be up to $122,358.21 - $145,299.95 annually.

The full-time equivalent base salary at **Academic Level C** will be in the range $128,109.64 - $147,717.97, plus a generous super allowance of up to 17%. The total FTE package will be up to $149,888.28 - $172,830.02 annually.

**Relocation**
Relocating from interstate or overseas? We’ll support you with the visa sponsorship process and a relocation support package.

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**How to apply**

All applicants must supply the following documents through the UQ Careers portal:

- Cover letter
- Separate document addressing addressing the ‘About You’ section
- Resume

To satisfy prerequisite questions and ensure your application can be considered in full, all candidates must apply via the UQ Careers portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.
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 (43), 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.

textual link

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
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.
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
- 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