



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

# Appointment of Professor or Associate Professor in Orthodontics



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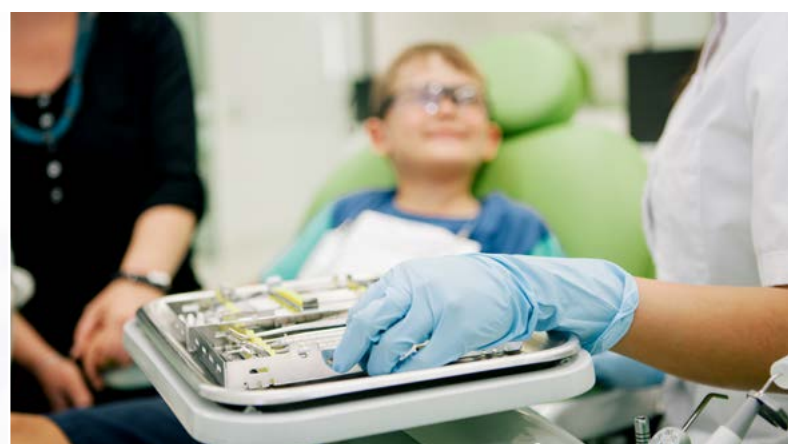
## Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences (HABS) is a world-class faculty that has a coherent focus on health, wellbeing and behaviour change, underpinned by a strong commitment to interprofessional education and interdisciplinary research.

The Faculty presently consists of six schools and six research centres:

- 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
- Centre for Youth Substance Abuse Research (CYSAR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for the Business and Economics of Health
- UQ POCHE Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

More information about the Faculty is available at [habs.uq.edu.au](https://habs.uq.edu.au)



## School of Dentistry

The UQ School of Dentistry has a long and proud tradition of 81 years of strength in dental education and research and attracts high achieving students nationally and internationally. UQ is a leading source of expertise in the local, national, and international dental community and has been a key contributor to achieving effective solutions to contemporary issues and challenges. The School has strong collaborations within and outside the dental profession.

As part of the Faculty of Health and Behavioural Sciences, the School of Dentistry offers the Bachelor of Dental Science (Honours) program and specialist post-graduate programs (Doctor of Clinical Dentistry) and in 2023 the Doctor of Dental Medicine. The School of Dentistry also has a growing cohort of research higher degree students. Research within the School is focused on a number of themes and crosses a range of areas from laboratory-based research through to technologies applied in clinical practice and dental public health.

Further details about the School's teaching programs, research interests and other activities may be accessed on the School's [website](#).

Further information about the Faculty and School is available [here](#).

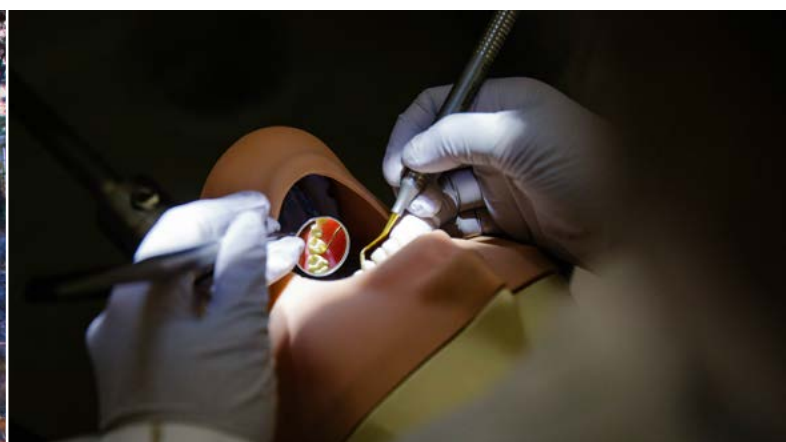
### The Oral Health Centre (OHC)

The OHC opened in January 2015. This award-winning building is the largest and best equipped facility for patient treatment, dental education, and research in Australasia. The OHC has over 150 chairs across 11 clinics and 2 general anaesthetic theatres, a PC2 laboratory catering to a range of laboratory-based research, 2 clinical simulation laboratories, 2 auditoriums and a seminar room complex.

The OHC's location on the Herston campus provides an excellent interface with other disciplines and health services, with the nearby Royal Brisbane & Women's Hospital, the UQ Faculty of Medicine and School of Public Health, and the UQ Centre for Clinical Research. New teaching and research facilities (including expanded simulation labs) and new equipment at the forefront of current technology used in dentistry have allowed the School of Dentistry to commence a refreshed and innovative undergraduate dental program, along with an expanded range of postgraduate programs.

### The Oral Health Alliance (OHA)

From January 2017, the OHA integrated the activities of Metro North Hospital and Health Service Oral Health Services and the UQ School of Dentistry to establish world-class activities in clinical teaching, research and service provision in oral health, headquartered around the state-of-the-art Oral Health Centre on the co-located Royal Brisbane and Women's Hospital and UQ campus at Herston.



## Role of the Professor or Associate Professor in Orthodontics

### About this opportunity

This is an exciting opportunity for a Professor or Associate Professor in Orthodontics to lead all aspects of the discipline, consistently demonstrating a high level of performance in teaching and research (including clinical teaching and research, where appropriate), as well as service and engagement. At this level the successful candidate is expected to demonstrate outstanding outcomes in leadership roles and have an exceptional record of leading specialist orthodontics training programs and supervising Higher Degree by Research (PhD) students successfully to completion as principal supervisor. This role is being offered at Academic Level D/E as either a Teaching and Research Academic position or a Clinical Academic position.

For a full breakdown of the academic duties and key responsibilities for each Level and Classification (Teaching and Research / Clinical Academic), please email [recruitment@uq.edu.au](mailto:recruitment@uq.edu.au) to request the document. An overview is provided below.

### Duties

#### Teaching

- Carry out teaching for undergraduate, postgraduate and/or professional entry level students, including coordinating courses, preparing and delivering lectures and tutorials, and undertaking assessment and marking.
- Take a leadership role in clinical program development.
- Lead the ongoing improvement and development of Orthodontics undergraduate and postgraduate programs and/or a significant contribution to the development and/or coordination of teaching to ensure courses are engaging, relevant and contemporary.
- Lead educational practice and innovative curriculum design.
- Act as Principal Supervisor to Higher Degree by Research students.
- 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

- Undertake research that is recognised internationally for its outstanding impact on policy, practices in Orthodontics research.
- Lead significant and strategic research agendas that yield new insights and its beneficial application
- Maintain a record of international recognition and leadership in Orthodontics, producing quality research outputs by publishing in high quality national and international research journals, other appropriate refereed publications and conference publications.
- Initiate and lead funding initiatives and applications as chief investigator role in applications for significant research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.



- Lead significant and strategic research agendas that yield new insights and opportunities to represent and promote the discipline area in leading academic and research forums.
- Drive the development of opportunities for the application of knowledge beyond the specific research area to create an environment of cross collaboration between disciplines.
- Leads and achieve transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ Intellectual Property.
- Hold leadership roles in discipline service, including service on prestigious editorial boards, or other discipline leadership positions, or national and international committees.

### **Supervision and Researcher Development**

- Drive individual/team commitment in the pursuit of results and mentor more junior academics and researchers.
- Act as Principal Supervisor to Higher Degree by Research and professional entry level students .
- Demonstrates and leads others in the responsible conduct of research.
- Demonstrate effectiveness in the development of researcher capability and skill.
- Lead the facilitation of engagement opportunities for 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.
- Working to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

### **Citizenship and Service**

- Consistently demonstrate and provide senior leadership to others in relation to behaviours that align to the UQ values.
- Make outstanding contributions to the improvement and governance of the organisational unit, including displaying leadership behaviours.
- Shows leadership of self and others through mentoring, collaboration and a responsibility for staff wellbeing.
- Sustain a track record of impact, achievement, initiative and innovation regarding internal service to the organisation.
- Perform a range of administrative functions and processes as required.
- Establish a track record of collaboration in relation to external service activities.
- Act as a leader in service and engagement by sustaining and advancing strategic relationships with industry, government departments, professional bodies and the wider community.



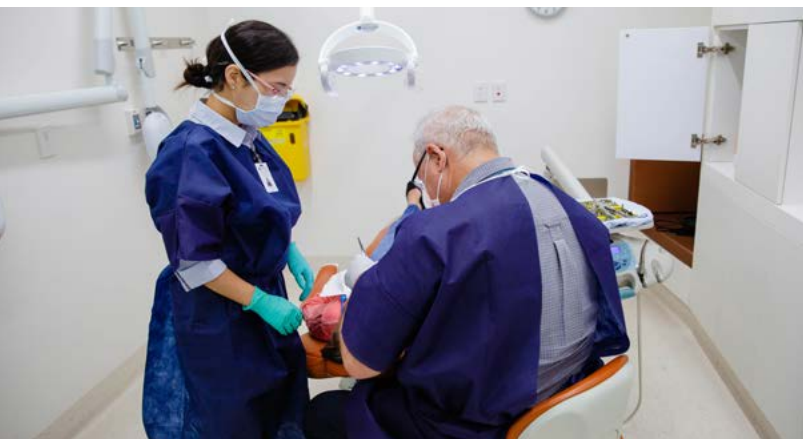
## Other

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.

## Organisational relationships

This position reports to Head of School, School of Dentistry.



## About you

For a full breakdown of the selection criteria for each Level and Classification (Teaching and Research / Clinical Academic), please email [recruitment@uq.edu.au](mailto:recruitment@uq.edu.au) to request the document. An overview is provided below.

- Completion of a PhD in the disciplinary area.
- Specialist training in Orthodontics.
- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) as an orthodontist, or eligible for Limited Registration with AHPRA with expectation to achieve full registration within 3 years of commencing
- A sustained record of outstanding impact and national achievement in teaching and research in Orthodontics.
- International recognition in Orthodontics and an excellent record of publications in reputed refereed journal and presenting at conferences.
- Ability to successfully lead a research team, with an excellent record of successfully seeking, obtaining, and managing significant external research funding from institutional and/or commercial sources.
- Evidence of an exceptional level of quality teaching at undergraduate, honours, and postgraduate level across a variety of settings, including small and large groups.
- An established record of course coordination and in advancing the development and continuous innovation of new programs, curriculum design and course material in the discipline area.
- A record of supervision of Honours, Orthodontics speciality trainees and Research Higher Degree students to successful completion.
- A strong record of meaningful internal service roles in conjunction with evidence of leadership in external activities.





## Conditions of employment

### Employment type

A full-time continuing appointment will be offered to the successful applicant at Academic Level D or E, commensurate with the successful candidate's experience. A competitive remuneration package will be negotiated with the successful applicant.

### Relocation

Relocating from interstate or overseas? We'll support you with the visa sponsorship process and a relocation support package. You can find out more about life in Australia's Sunshine State [here](#).

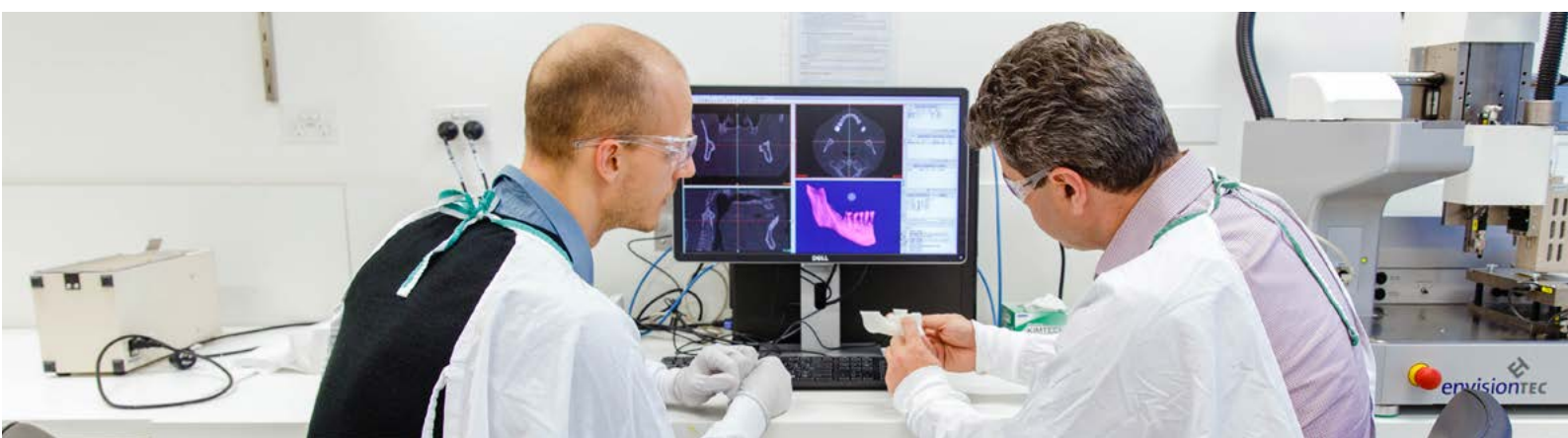
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## How to apply

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

- Cover letter
- Full Curriculum Vitae
- Responses to the 'About You' section, as listed in the Appointment Booklet

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.

[uq.edu.au/about/governance](http://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.

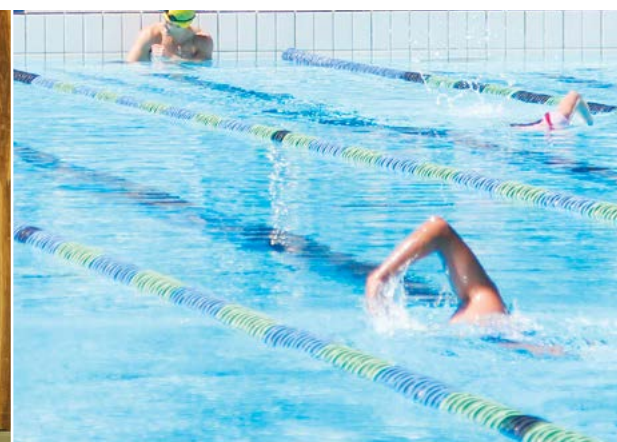
#### **Courage**

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](https://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

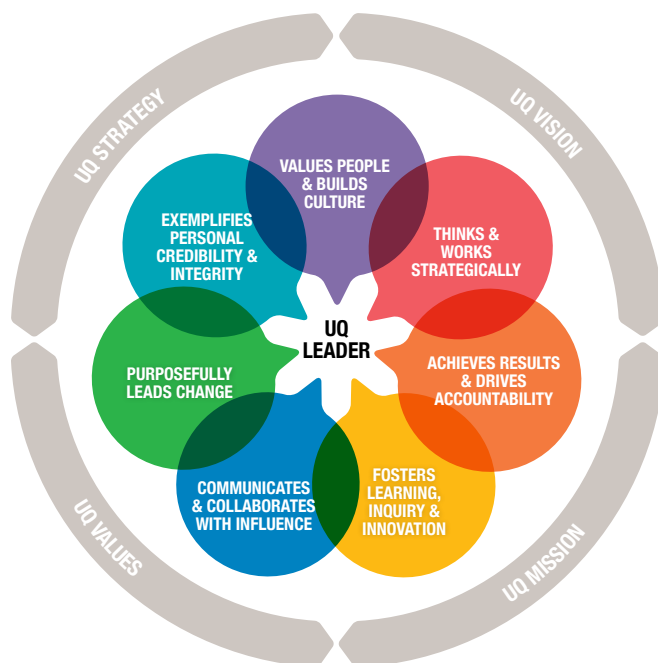
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

### 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](http://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](http://about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports)
- Governance:  
[about.uq.edu.au/governance](http://about.uq.edu.au/governance)
- Key statistics:  
[pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx](http://pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx)
- Organisation chart:  
[about.uq.edu.au/files/5643/org-chart.pdf](http://about.uq.edu.au/files/5643/org-chart.pdf)
- Research at UQ:  
[research.uq.edu.au](http://research.uq.edu.au)
- Strategic Plan 2022–2025:  
[about.uq.edu.au/strategic-plan](http://about.uq.edu.au/strategic-plan)
- UQ Global Strategy:  
[global-strategy.uq.edu.au](http://global-strategy.uq.edu.au)
- UQ Reconciliation Action Plan:  
[about.uq.edu.au/reconciliation/plan](http://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](http://staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf)





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