



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of

Professional opportunities

ARC CENTRE OF EXCELLENCE FOR INDIGENOUS FUTURES



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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.

ARC Centre of Excellence for Indigenous Futures

The Australian Research Council (ARC) Centre of Excellence for Indigenous Futures (ARC-IFC) will transform the lives of Indigenous Australians by deploying a transdisciplinary research program to produce evidence-based, impactful, and meaningful results to fundamentally reform how Indigenous policies and programs are conceived and implemented.

In partnership with Government Departments and Community-Controlled Organisations, this wholly Indigenous-led Centre of Excellence will generate new knowledge using innovative research that focuses on the most critical and enduring social, cultural, legal, and economic challenges and opportunities facing Indigenous communities. Through three interconnected research themes – Law and Justice, Education and Economies, and Health and Wellbeing – the ARC-IFC will reconceptualise and produce rich evidence-based models to inform and legitimate solutions, policies, programs, and practices to redress the causes of Indigenous inequality and disempowerment.

Housed in the [Faculty of Business, Economics and Law \(BEL\)](#) and supported by the [Office of the Deputy Vice-Chancellor \(Indigenous Engagement\)](#), the ARC-IFC will have access to exceptional infrastructure, facilities, and dedicated research space. The ARC-IFC is strongly aligned with UQ's [Aboriginal and Torres Strait Islander Research and Innovation Strategy 2021–2025](#), the vision of which is to leverage research as a tool of empowerment for Aboriginal and Torres Strait Islander peoples, communities and organisations through nurturing a respectful and supportive University environment alongside a broad and robust program of research and innovation. Further, through the [Reconciliation Action Plan](#), UQ aspires to make Aboriginal and Torres Strait Islander knowledges an integral component of this vision.

The ARC-IFC is a consortium of seven Australian universities, including UQ and University of the Sunshine Coast (QLD Node), the University of Melbourne (VIC Node), University of Technology Sydney and Australian National University (NSW/ACT Node), University of Western Australia and Charles Darwin University (WA/NT Node). The Centre of Excellence also includes leading international partner institutions, such as the University of Auckland and the University of Alberta. Led by 18 Chief Investigators and 5 international and national Partner Investigators, the ARC-IFC will work collaboratively with multiple Indigenous organisations. The \$63M dollar Centre is funded by a seven-year \$35M grant from the ARC and an additional \$28M in cash and in-kind contributions from national and international partners. Working with communities, government agencies and practitioners the ARC-IFC will strengthen the delivery of outcomes and linkages, which are intentionally focused on all four of the Priority Reform areas in the National Agreement on Closing The Gap, 2020. Significantly, the ARC-IFC will also build capacity and experience of the next generation Indigenous researchers.



The Centre of Excellence will operationalise a new Indigenous social research framework and apply innovative cross-sector methods to reveal how inequity is perpetuated. This essential program of research will also highlight how Indigenous communities are shaping their own futures despite the legacy of past and current policies and programs.

The three key research themes of the ARC-IFC are:

Law and Justice

This theme's projects are focused on three different but related areas: the Indigenous community, the criminal justice system and correctional service programs, and how these are inflicted upon by economic status and the health and education systems.

Education and Economies

This theme situates education and economies research across generations within community contexts over the life course of different families, community based and community-controlled organisations, and individual businesses with a particular focus on enablers in urban, rural, remote, and regional economies.

Health and Wellbeing

This theme moves away from a traditional epidemiology approach to one grounded in an 'Indigenous epidemiology', which affirms Indigenous peoples as experts in community-led research that unpacks the causes, consequences and solutions to health inequality.

Information for prospective staff

Information about life at UQ including staff benefits, relocation and UQ campuses is [available online](#).

Professional opportunities

We are currently recruiting a range of opportunities for professional staff to join the Centre of Excellence in Indigenous Futures. To review current vacancies and to submit an application, please visit the [UQ Careers portal](#).



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 (51), and Times Higher Education World University Rankings (70).

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 4 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 325,000 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 7,500 academic and professional staff (full-time equivalent) and has a \$1.877 billion annual operating budget.



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.

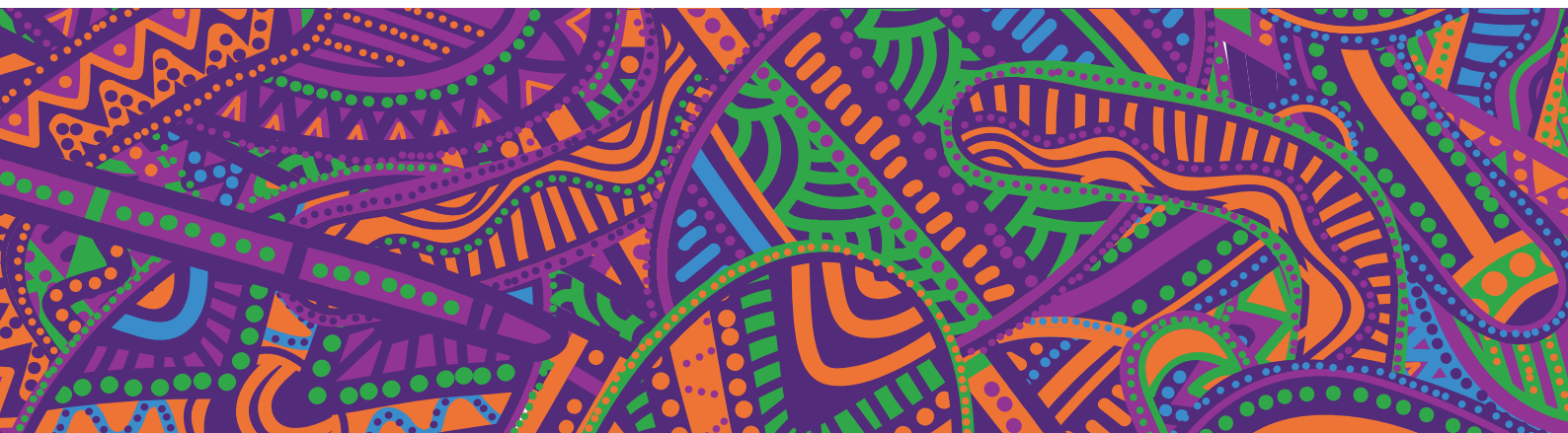
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

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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