



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of

Postdoctoral Research Fellows Research Fellows Senior Research Fellow

ARC CENTRE OF EXCELLENCE FOR INDIGENOUS FUTURES



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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 inflected 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.



About the opportunities

The Australian Research Council Centre of Excellence for Indigenous Futures (ARC-IFC) is a nationally funded research centre located in the Faculty of Business, Economics and Law (BEL) at the University of Queensland (UQ). Led by UQ, the Centre is a consortium of seven Australian universities including the University of Melbourne, the University of Technology Sydney, the Australian National University, the University of the Sunshine Coast, Charles Darwin University and University of Western Australia. The Centre is entirely Indigenous led and includes 18 Chief Investigators and 5 international Partner Investigators.

The ARC-IFC aims to investigate and improve the life chances of Aboriginal and Torres Strait Islanders by operationalising Indigenous knowledges in unique transdisciplinary research to enhance our understanding about the complex nature of intergenerational inequity. The Centre expects to change the way Indigenous inequities are perceived particularly in relation to understanding its complexity and cross-sectoral nature. One of the Centre's mandates is to provide leadership in building the next generation of Indigenous researchers. This is an exciting opportunity to join, learn with and learn from a community of national and international Indigenous researchers including community researchers, HDR students, Postdoctoral Research Fellows, and early, mid and senior career Indigenous researchers. The Centre has three other nodes in Melbourne, Sydney and Perth where a broader community will develop through regular national and international ARC-IFC relational, training and mentoring activities.

The Postdoctoral Research Fellows, Research Fellows and Senior Research Fellow will enter a supportive environment where they will be able to focus on their expertise and research profile commensurate with their level, through one of the three key research themes of the Centre; Law and Justice; Education and Economies; and Health and Wellbeing.

You will be based at the Centre's Queensland Node (UQ), and will have access to the Indigenous Futures Preparation Program, which includes leadership and research training, professional development, mentoring, masterclasses and workshops, writing retreats, a research pilot program (seed funding for 'blue skies' research ideas), and other ARC-IFC events such as annual summits, national linkage retreats and international conferences.

At UQ, we wholeheartedly embrace diversity and recognise the invaluable contributions that Indigenous peoples bring to the workplace. We are committed to fostering an inclusive environment that celebrates the unique perspectives, cultures, and talents of all individuals. We actively encourage Aboriginal and/or Torres Strait Islander peoples to apply for these positions.



Role of the Postdoctoral Research Fellows

Level A Research Focused

About the roles

Health and Wellbeing Research Theme (2 x positions)

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. The theme will unpack the causes, consequences and solutions to health inequality. You will undertake directed research towards defined project objectives, including creating interventions co-designed with Indigenous-led service providers and communities, informed by data and information gathered in the other two themes, and determined by a relational Indigenous methodology.

You will contribute to projects aligned with indigenising health policy, creating culturally responsive and empowering health institutions, and empowering Indigenous health communities of practice. You will work closely with supervisors, either Professor James Ward or Professor Gail Garvey, who are both Chief Investigators and Project Leaders in the Centre, whilst you will also work with other research team members to achieve project objectives.

Education and Economies (2 x positions)

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. Explicit impacts from projects in this Theme include research outputs and engagement with policymakers with the aim of contributing to evidence-based trans-sectoral policy reform to improve educational and economic outcomes for Indigenous peoples. All research projects in this theme will be underpinned by Indigenous rights, excellence, and self-determination.

You will contribute to projects aligned with Indigenous centred notions of education, barriers to Indigenous success and pathways to survivance, and the conditions for effective Indigenous-led economies and businesses. You will work closely with supervisors, either Professor Bronwyn Fredericks or Associate Professor Marnee Shay who are both Chief Investigators and Project Leaders in the Centre, whilst you will also work with other research team members to achieve project objectives.

Duties

Research

- Produce quality research outputs consistent with the ARC-IFC's objectives
- Develop a coherent research program and an emerging research profile within one or more of the Centre's research projects
- Draw upon relational and transdisciplinary Indigenous research methodologies
- Work with your supervisor, the Centre's community partners, and colleagues to co-design at least one research project to fulfil Centre objectives



- Publish in high-quality outlets
- Participate in applications for competitive research funding to further the Centre's projects and activities
- Contribute to the Centre's transfer of knowledge, including best models of practice, and the translation of data and other forms of knowledge for Indigenous communities and other end-users
- Actively participate in growing the Centre's National Indigenous Knowledges Infrastructure (NIKI)

Supervision, Citizenship and Service

- Demonstrate citizenship behaviours that align with the ARC-IFC's Code of Conduct and UQ values
- Contribute to the effective supervision of Honours and Higher Degree by Research students (as appropriate)
- Significantly contribute to the Centre's Indigenous Futures Preparation Program, including participation, presentation, and preparation
- Demonstrate collaborative leadership through active participation in priority activities for the Centre
- Provide support to other research positions and Centre activities as needed and during other team members' absences

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.



Role of the Research Fellows

Level B Research Focused

About the roles

Health and Wellbeing Research Theme (1 x position)

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. The theme will unpack the causes, consequences and solutions to health inequality. You will undertake directed research towards defined project objectives.

Working closely with the Theme leader, Professor James Ward, the Theme's Chief Investigators, and the Theme's Postdoctoral Research Fellows, you will develop three research projects related to 1) indigenising health policy, 2) creating culturally responsive and empowering health institutions, and 3) empowering Indigenous health communities of practice. These projects will also be co-designed with Indigenous-led service providers and communities, informed by data and information gathered in the other two Themes, and determined by a relational Indigenous methodology. You will also work across the Theme and the Centre more broadly to achieve the Theme's objectives.

Education and Economies Research Theme (1 x position)

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. Explicit impacts from projects in this Theme include research outputs and engagement with policymakers with the aim of contributing to evidence-based trans-sectoral policy reform to improve educational and economic outcomes for Indigenous peoples. All research projects in this theme will be underpinned by Indigenous rights, excellence, and self-determination.

Working closely with the Theme leader, Professor Bronwyn Fredericks, the Theme's Chief Investigators, and the Theme's Postdoctoral Research Fellows, you will develop three research projects related to 1) Indigenous centred notions of education, 2) barriers to Indigenous success and pathways to survivance, and 3) the conditions for effective Indigenous-led economies and businesses. These projects will also be co-designed with Indigenous-led service providers and communities, informed by data and information gathered in the other two Themes, and determined by a relational Indigenous methodology. You will also work across the Theme and the Centre more broadly to achieve the Theme's objectives.

Relational, Transdisciplinary, and Trans-sectoral Research (1 x position)

The Centre's innovative relational and trans-sectoral approach aspires to address the complexity of Indigenous inequity via a conceptual framework that facilitates Indigenous survivance and Indigenous knowledges across the research program. Historically, 'Indigenous research problems' have been treated opportunistically with disciplinary singularity, and with policy expediency. The ARC-IFC will adopt a different approach to provide a unique and fertile environment for university-based researchers, community end users, researchers and experienced on-the-ground workers to collaborate and engage in co-design.



Working closely with the Centre Director, Professor Brendan Hokowhitu, the Centre's Chief Investigators, and Postdoctoral Research Fellows, you will develop a transdisciplinary research program focused on synthesising knowledge across the Centre to meaningfully address inequity and survivance as complex problems so-as-to ultimately transform Indigenous lives. You will also take a leadership role in the Law and Justice Theme and its projects focused on Indigenous Community Survivance, Indigenous Deaths and Survivance in Custody, and Indigenous Survivance and Correctional Services Programs. You will also actively participate in the creation and development of the Centre's National Indigenous Knowledges Infrastructure (NIKI).

Duties

Research

- In conjunction with the Theme leaders and Chief Investigators, development of a team research program to achieve national recognition and trans-sectoral impact
- Draw upon relational and transdisciplinary Indigenous research methodologies
- Work with your supervisor, the Centre's community partners, and colleagues to co-design at least one research project to fulfil Centre objectives
- Produce quality research outputs consistent with the ARC-IFC's objectives, with a lead role in some outputs, including publications in high-quality outlets
- Work with colleagues in the development of joint research projects and applications for competitive research funding support to support projects and activities that include actively seeking, obtaining and managing research funding. Contribution to further projects and applications will often be as chief investigator
- Contribute to the Centre's transfer of knowledge, including best models of practice, and the translation of data and other forms of knowledge for Indigenous communities and other end-users
- Active participation in growing NIKI.

Supervision and Researcher Development

- Demonstrate a track-record in effective supervision and development of researcher capability and skill, particularly of Honours and Higher Degree by Research students
- Significantly contribute to the Centre's Indigenous Futures Preparation Program, including supervision, participation, presentation, and preparation
- 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 citizenship behaviours that align with the ARC-IFC's Code of Conduct and UQ values
- Cultivate relationships with Indigenous communities and ARC-IFC's community partners and other end-users
- Demonstrate collaborative leadership through active participation in priority activities for the Centre
- Provide support to other research positions and Centre activities as needed and during other team members' absences
- Contribute to internal service roles and administrative processes as required, including participation on relevant committees such as the Conference, Workshops and Seminars Committee, the Research Committee and the Community and Partner Board
- Provide leadership as required in the Centre's four Areas of Responsibility; Community Engagement; Communications and Social Media; Capacity Building; and Knowledge Transfer.

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.



Role of the Senior Research Fellow

Level C Research Focused

About the role

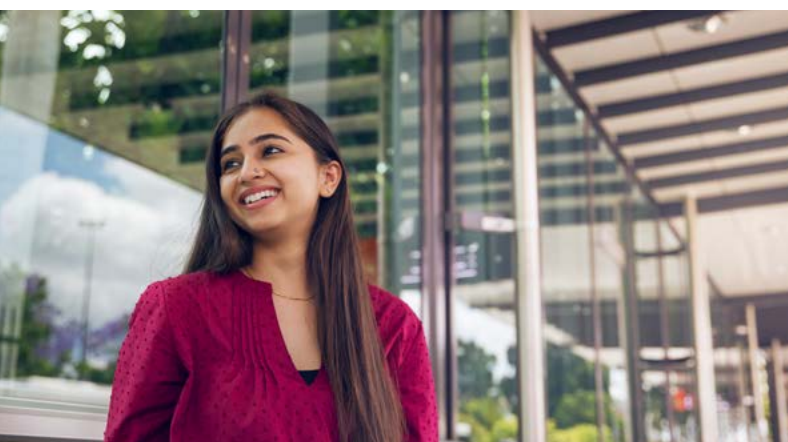
The ARC-IFC has three research Themes, Law and Justice; Education and Economies; and Health and Wellbeing, whilst each Theme has three interrelated projects. The Centre's innovative relational and trans-sectoral approach aspires to address the complexity of Indigenous inequity via a conceptual framework that facilitates Indigenous survivance and Indigenous knowledges across the research program. Historically, 'Indigenous research problems' have been treated opportunistically with disciplinary singularity, and with policy expediency. The ARC-IFC will adopt a different approach to provide a unique and fertile environment for university-based researchers, community end users, researchers and experienced on-the-ground workers to collaborate and engage in co-design.

Working closely with the Centre Director, Professor Brendan Hokowhitu, the Centre's Theme leaders, Chief Investigators, and Postdoctoral Research Fellows, you will provide transdisciplinary leadership across the Centre's nine research projects. This leadership will involve the development of a research program focused on synthesising knowledge across the Centre to meaningfully address inequity and survivance as complex problems so-as-to ultimately transform Indigenous lives. You will also actively participate in the creation and development of the Centre's National Indigenous Knowledges Infrastructure (NIKI).

Duties

Research

- Work with your supervisor, the Centre's community partners, and colleagues to provide cohesive leadership across the Centre's nine research projects to fulfil Centre objectives
- Draw upon relational and transdisciplinary Indigenous research methodologies, develop a team research program to achieve national recognition and trans-sectoral impact in conjunction with the Centre Director, Theme leaders, Chief Investigators and the Centres Research Fellows
- Maintain an active record of producing quality research outputs consistent with Centre objectives as lead contributor, by publishing and participating in national research journals, other appropriate refereed publications and respected conference presentations
- Provide leadership in applications for significant research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding as chief investigator
- Contribute to the Centre's transfer of knowledge, including best models of practice, and the translation of data and other forms of knowledge for Indigenous communities and other end-users
- Promote cohesive team research that impacts on trans-sectoral policy, and best-practices, resulting in national recognition and developing international recognition in Indigenous social inequality research
- Encourage, initiate and coordinate strategic collaborative research projects with community, national and international partners
- Provide leadership in the inception and metamorphosis of NIKI.



Supervision and Researcher Development

- Act as Principal Supervisor to Higher Degree by Research students
- Demonstrate and lead others in the responsible conduct of research
- Demonstrate personal effectiveness in supervision and management and development of researcher capability and skill
- Significantly contribute to the Centre's Indigenous Futures Preparation Program, including supervision, participation, presentation, and preparation
- Facilitate engagement opportunities for Higher Degree by Research supervisees
- Effectively 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 citizenship behaviours that align with the ARC-IFC's Code of Conduct and UQ values
- Cultivate relationships with Indigenous communities and ARC-IFC's community partners and other end-users
- Demonstrate collaborative leadership through active participation in priority activities for the Centre
- Provide support to other research positions and Centre activities as needed and during other team members' absences
- Contribute to internal service roles and administrative processes as required, including participation on relevant committees such as the Conference, Workshops and Seminars Committee, the Research Committee and the Community and Partner Board
- Provide leadership as required in the Centre's four Areas of Responsibility; Community Engagement; Communications and Social Media; Capacity Building; and Knowledge Transfer.

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

Postdoctoral Research Fellow (Level A)

- Completion or near completion of a PhD in the relevant Theme area
- Evidence of authentic collaboration with Indigenous communities
- Experience collaborating with Indigenous researchers
- An emerging profile in research in at least one of the two relevant research Themes
- Evidence of publications in reputed refereed journals and presenting at conferences
- Evidence of contributions towards successfully obtaining external research funding
- Some experience in meaningful internal service roles and contributions towards external activities.

Research Fellow (Level B)

- Completion of a PhD in the relevant Theme area
- A growing profile in research in the Theme area
- Evidence of authentic collaboration with Indigenous communities
- Experience collaborating with Indigenous researchers
- A developing reputation and track-record through publications in reputed refereed journals and through presentations at respected conferences and other venues
- 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
- Experience in meaningful internal service roles in conjunction with active contributions to external activities.

Senior Research Fellow (Level C)

- Completion of a PhD in in an area relevant to Indigenous research
- Evidence of authentic collaboration with Indigenous communities
- Experience collaborating with Indigenous researchers
- An established profile in research in Indigenous research, including national recognition, an internationally developing profile, and an established record of publications and presentations in reputed refereed journals and conferences venues
- A strong record of successfully seeking, obtaining and managing external research funding
- 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.



Conditions of employment

Employment type

All positions are full-time, fixed-term appointments for three years at Academic Level A/B/C.

Salary and benefits

Level A full-time equivalent base salary will be in the range \$75,808 – \$100,926, plus a generous super allowance of up to 17%. Total FTE package will be up to \$88,696 – \$118,084 annually.

Level B full-time equivalent base salary will be in the range \$106,079 – \$125,687, plus a generous super allowance of up to 17%. The total FTE package will be up to \$124,113 – \$147,054 annually.

Level C full-time equivalent base salary will be in the range \$129,609 – \$149,217, plus a generous super allowance of up to 17%. The total FTE package will be up to \$151,643 – \$174,585 annually.

As these roles are covered by an Enterprise Agreement, you will also receive regular remuneration increases – at least once a year.

The greater **benefits** of joining the UQ community are broad: from being part of a **Group of Eight** university, to recognition of prior service with other Australian universities, up to 26 weeks of paid parental leave, 17.5% annual leave loading, flexible working arrangements including hybrid on site/WFH options and flexible start/finish times, and genuine career progression opportunities via the academic promotions process.

Relocation and Visa Sponsorship

In the case of an interstate or international appointee, the University will meet reasonable relocation and establishment expenses subject to approval under University policies. Details (including visa sponsorship if applicable) will be negotiated as part of the contract of employment.

Questions

To discuss this role please contact [Professor Brendan Hokowhitu](mailto:b.hokowhitu@uq.edu.au) via b.hokowhitu@uq.edu.au. For application queries, please contact recruitment@uq.edu.au stating the job reference number in the subject line.

How to apply

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

- Cover letter indicating the level at which you are applying for (Academic Level A, B or C)
- Resume
- Responses to the 'About You' section



The University of Queensland

For more than a century, The University of Queensland (UQ) has created positive change for society by delivering knowledge leadership for a better world.

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (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.



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

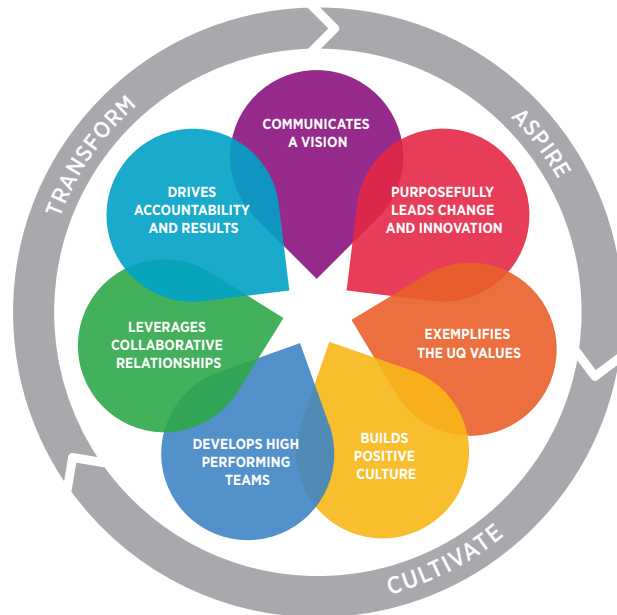


UQ Leadership Framework

As a leader at UQ you are a role model for our values.

Our leaders act with integrity and prioritise the development and growth of our people to ensure excellence for the long term.

The Leadership Framework is underpinned by seven capabilities expected by all UQ leaders.



Aspire

Enact UQ's vision, anticipate change and leverage innovation.

1. Communicates a Vision

Develops and communicates a clear vision and direction for the future, aligned with UQ's vision, values and aspirations.

2. Purposefully leads change and innovation

Remains agile and effectively manages change and unexpected disruption by finding innovative solutions.

Cultivate

Exemplify the UQ values and develop high performing teams and positive culture.

3. Exemplifies the UQ Values

Role models UQ values and demonstrates loyalty to the University.

4. Develops high performing teams

Develops empowered and high performing teams, investing time, energy and resources into helping people achieve their potential.

5. Builds positive culture

Creates respectful and constructive workplaces where people feel safe and valued, and addresses unacceptable behaviours.

Transform

Deliver results that make a difference and create long-term value.

6. Leverages collaborative relationships

Identifies opportunities to collaborate and forges partnerships, embracing the ethos of 'One UQ'.

7. Drives accountability and results

Holds self and others accountable for delivering against objectives and is focused on creating long-term value for UQ.



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.

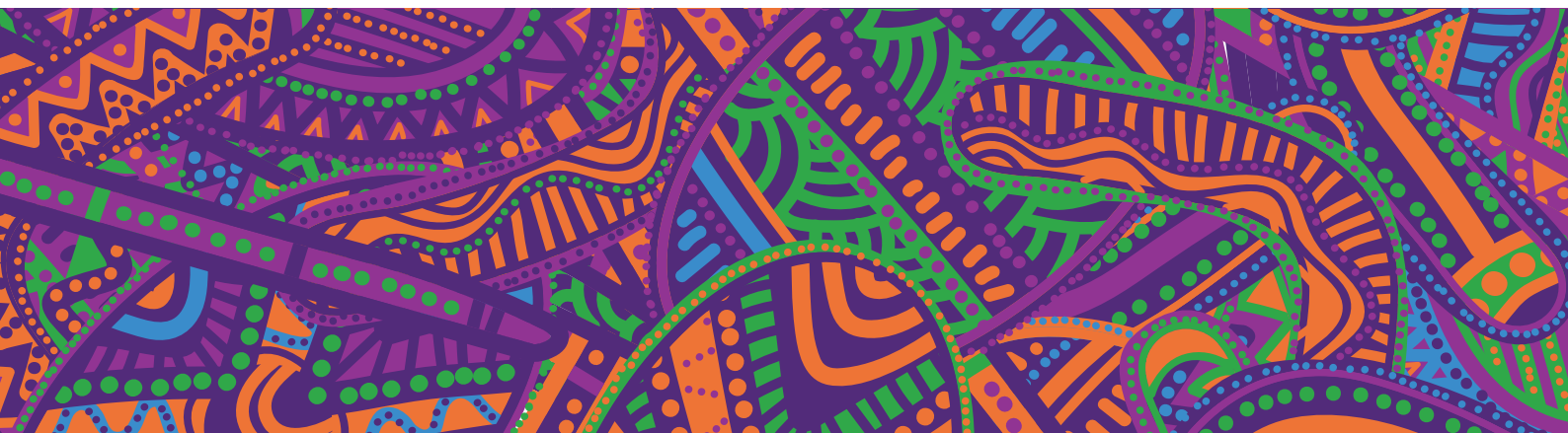
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

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



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.

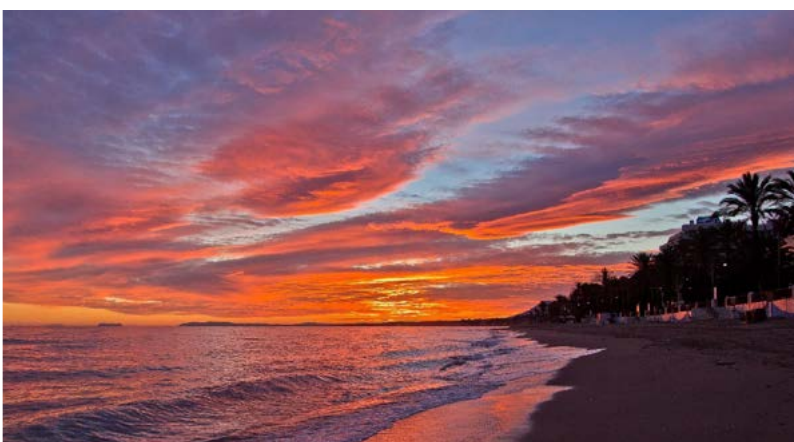
A leader in education

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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