



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

Appointment of

# Associate Lecturer / Lecturer in Occupational Therapy



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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, well-being 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
- National Centre for Youth Substance Use Research (NCYSUR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for the Business and Economics of Health
- UQ POCHÉ 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 Health and Rehabilitation Sciences

The vision of the School of Health and Rehabilitation Sciences is to provide bold, global leadership and impact in teaching and research. It has a long tradition of high achievement in teaching and research in Audiology, Occupational Therapy, Physiotherapy and Speech Pathology. As one of Australia's leading health and rehabilitation educators, the School is recognised internationally for its high quality, innovative, award-winning and interprofessional teaching programs underpinned by a strong commitment to scholarship of teaching. This attracts high-achieving students, excellent staff and committed clinical partners in education.

Across all disciplines in the School of Health and Rehabilitation Sciences, research is led by staff who are world-leading experts in their fields who contribute to research outputs that have impact and create change. For example, the 2021 QS World Rankings by subject area ranked UQ first in Australia and second in the world in sports-related subjects.

The School has a strong focus on community engagement with established partnerships within health, education and community sectors that contribute to education, research and engagement opportunities. These include our own student-led health clinics across all disciplines and partnerships with leading health providers.

Further details about the School's teaching programs, research interests of academic staff and its activities may be accessed on the School's website at [shrs.uq.edu.au](https://shrs.uq.edu.au).



## Role of the Associate Lecturer / Lecturer in Occupational Therapy

### About this opportunity

We are seeking a highly motivated and experienced Associate Lecturer/Lecturer in Occupational Therapy, with expertise in any areas of occupational therapy practice, but in particular working with children and youth, and/or in community settings, join our world-leading School of Health and Rehabilitation Sciences.

Our School has a long tradition of high achievement in teaching and research in audiology, occupational therapy, physiotherapy and speech pathology. As one of Australia's leading health and rehabilitation educators, the School is recognised internationally for its teaching and research staff, alumni and quality of students.

In this role, you will have the opportunity to develop and expand your emerging profile in both teaching and research, and contribute to researcher development and the supervision of our students. You will have scope to develop your teaching practice to enable student learning and engage in internal collaborations that further expand your teaching expertise and profile. You will also uphold and demonstrate UQ values with participation in service and engagement activities.

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

### Duties

#### *At Academic Level A:*

#### Teaching

- Undertake teaching, facilitation, and examination of undergraduate, honours, and/or postgraduate coursework students in Occupational Therapy.
- Contribute to the curriculum by supporting the development of programs offered in the School, including course design, preparation of teaching materials, and assessment.
- Implement pedagogies that are effective for specific student cohorts, including appropriate use of educational technologies.
- Organise facilitators and provide tutorial assistance if necessary.
- Strengthen student engagement and student experience through collaboration and the provision of high-quality service to students, including academic consultation and advice.
- Gather evidence of teaching effectiveness to improve the quality of courses and teaching and engage in professional development to enhance teaching effectiveness.
- Engage in educational collaborations to document and disseminate good teaching practices in the unit.
- Understand and apply University rules relevant to teaching and learning practice.

#### Research

- Participate in scholarly teaching and learning inquiry that results in research outputs.
- Participate in scholarly teaching and learning projects and/or applications for external funding, or industry-funded projects that advance teaching in the School.



- Translate your scholarly research findings to benefit student learning and experience, including, where relevant, commercialisation of UQ IP.
- Contribute to educational partnerships with peers and/or students and/or external partners that result in quality outputs.

#### **Supervision and Researcher Development**

- Engage in supervisory activities effectively and ethically.
- Contribute to researcher capability and skill development of supervisees, including facilitating engagement activities.

#### **Citizenship and Service**

- Demonstrate and promote UQ values.
- Engage in professional development and the collegial life of the School/Institute.
- Help foster the School's relations with industry, government departments, professional bodies and the wider community.
- Participate in the School's Consultative Committee and serve on other University committees.
- Assist in student recruitment activities and promotion of the School's profile.
- Any other duties as reasonably directed by your supervisor and/or the Head of School.

#### ***At Academic Level B:***

##### **Teaching**

- Contribute to the development of new programs and course material in Occupational Therapy, 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.
- Work to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.
- Ensure employees remuneration and benefits are correct and liaise with Human Resources when a change occurs.

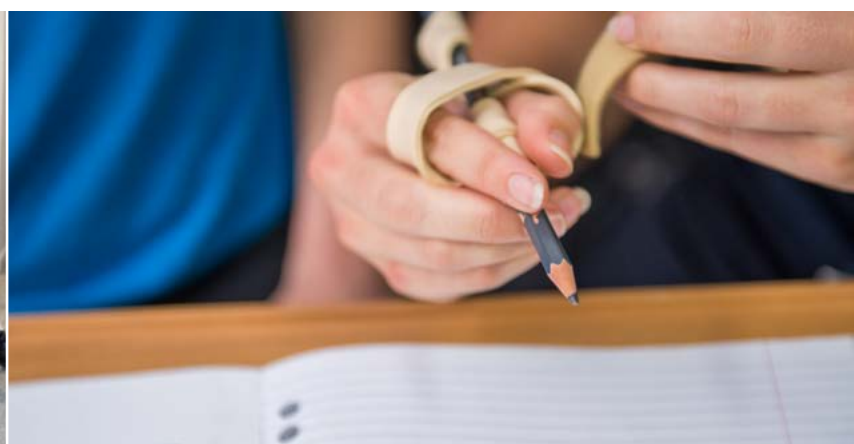
### Citizenship and Service

- Consistently demonstrate the UQ values.
- 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.

### 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

### *At Academic Level A*

- Completion of a Bachelor's degree or Graduate Entry Masters degree in Occupational Therapy, and at least 4 years' experience working as an occupational therapist.
- Evidence of high-quality university teaching skills or contributions to teaching in the discipline under the mentorship of established academics.
- An emerging teaching profile in Occupational Therapy with evidence of impact on student learning.
- An emerging profile of contributing to education research and/or emerging profile of collaborating on high-quality research in Occupational Therapy.
- Participation in activities to develop teaching expertise in the discipline.
- Participation in service activities in the School or the broader University.
- Well-developed communication, interpersonal and consultative skills, and the ability to work collaboratively with colleagues in teaching and learning.
- A profile of professional expertise that complements and/or supplements the expertise that currently exists within the School and the broader University.
- Experience working with children and youth, and in community settings, would be advantageous.

### *At Academic Level B*

- Completion of a PhD in Occupational Therapy, and at least 4 years' experience working as an occupational therapist.
- A growing profile in teaching and research in Occupational Therapy.
- 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.
- Experience working with children and youth, and in community settings, would be advantageous.



## Conditions of employment

### Employment type

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

This is a teaching & research position. Further information can be found by viewing UQ's [Criteria for Academic Performance](#).

### Remuneration

At Academic Level A, the full-time equivalent base salary will be in the range \$77,324 – \$102,945, plus a generous super allowance of up to 17%. The total FTE package will be up to \$90,470 – \$120,445 annually.

At Academic Level B, the full-time equivalent base salary will be in the range \$108,201 – \$128,201, plus a generous super allowance of up to 17%. The total FTE package will be up to \$126,595 – \$149,996 annually.

### Work Rights

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

### AHPRA registration

It is a requirement of this position that the incumbent holds and maintains (or demonstrates eligibility to do so) full AHPRA registration.

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## How to apply

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

- Resume
- Cover letter including responses to the relevant 'About You' section above

Applicants should specifically address in your cover letter which academic level you are applying for (Level A or B).





## 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 a rich campus experience, including a range of accommodation options, as well as innovative and flexible learning pathways, 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 21,500 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 332,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,700 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 4 Australian members of the global Universitas 21, a founding member of the Group of Eight (Go8) universities, a member of Universities Australia, and a member of the Association of Pacific Rim Universities (APRU).

UQ employs more than 7,500 academic and professional staff (full-time equivalent) and has a \$2.47 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.

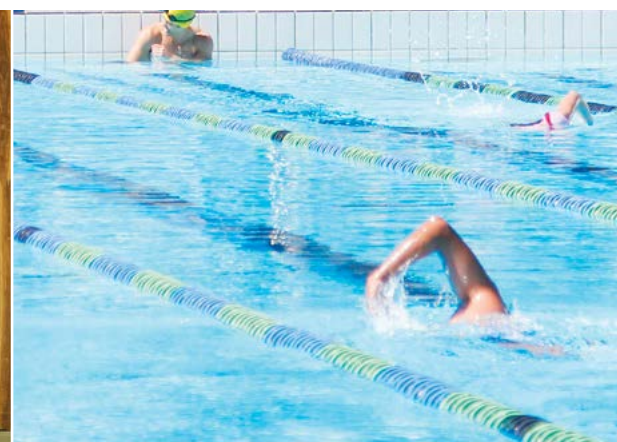
#### **Courage**

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)

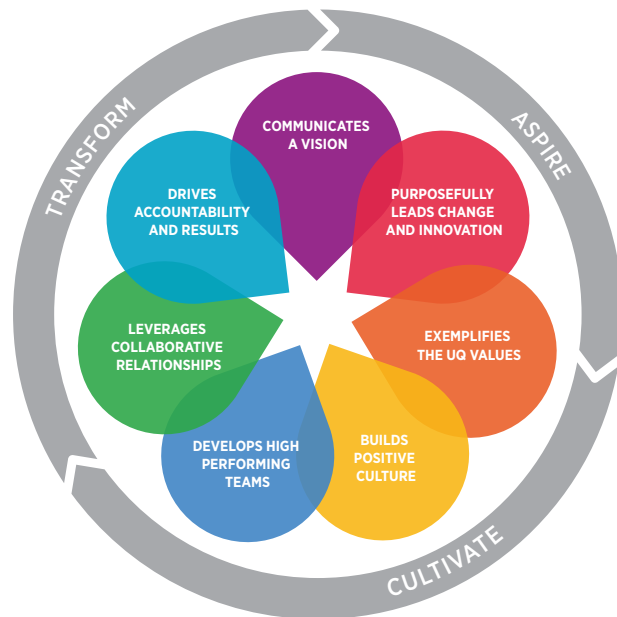


## UQ Leadership Framework

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.



## 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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