



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of
Lecturer / Senior Lecturer

SCHOOL OF EDUCATION



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Faculty of Humanities, Arts and Social Sciences (HASS)

The Faculty of Humanities, Arts and Social Sciences (HASS) is a large, multi-disciplinary faculty with a broad range of research and teaching areas. From anthropology, archaeology and art history, to classics, communication and criminology, the disciplines that make up HASS are critical drivers of the University's mission to generate 'knowledge leadership for a better world.' The Faculty is based at the St Lucia campus in the iconic Forgan Smith building, at the heart of the University – The Great Court. HASS is made up of 7 schools – Communication and Arts; Education; Historical and Philosophical Inquiry; Languages & Cultures; Music; Political Science and International Studies; and Social Science. It also houses the Institute for Social Science Research, the Centre for Policy Futures, as well as several school-based centres. The Faculty connects with creativity via UQ's 3 leading museums – each aimed at showcasing new ideas in discovery, creative practice and learning in its many forms: the UQ Art Museum, the Anthropology Museum and the RD Milns Antiquities Museum. It plays host to the Institute for Modern Languages – connecting people around the world through community language learning.

The Humanities, Arts and Social Sciences are essential for a sustainable, ethical and inclusive society, and the Faculty enjoys principled, collaborative leadership across its units, with a commitment to developing the best in professional and academic staff. The Faculty is committed to the goals of increasing Aboriginal and Torres Strait Islander employment, representation and empowerment; decolonising institutional practices; and participating in extramural movements toward social justice.

Executive Dean Professor Heather Zwicker joined UQ in 2018 with a fresh vision of interdisciplinary collaboration, public accountability and commitment to the student experience. Heads of School are eager to ensure that HASS continues to be a powerhouse for superlative research across the arts, humanities, social sciences and education, while boasting exciting, responsive teaching in a broad range of programs. The complementary nature of our disciplines attracts a diverse cohort of international and domestic students, with 600 research higher degree students, approximately 2,000 students in postgraduate coursework degrees and close to 6,500 undergraduates. HASS has a strong identity and a long tradition of innovation and leadership, offering a broad range of programs, including one of UQ's largest, the Bachelor of Arts.

The Humanities, Arts and Social Sciences are vital to The Queensland Commitment, which states our commitment to ensuring that education and opportunity are available to all Queenslanders. By 2032, our aim is to have 30 per cent of our domestic undergraduate students coming from a rural, regional, remote, or low socio-economic background. Currently, our Faculty holds the largest cohort of these students, and we will continue to work collaboratively with communities, partners, and government across the state to ensure we reach our goal.

The Faculty of Humanities, Arts and Social Sciences produces nationally and internationally regarded research across its many and varied disciplines. In addition to strong performance with external funding, our researchers have won prizes, gained reputations for research excellence, performed exceptionally in the Excellence for Research in Australia (ERA) exercise and in global university rankings, among many other measures.

Our strong performance reflects the quality of world-changing work our academics are undertaking, with their breakthrough discoveries having a positive impact on society and changing the lives of others around the globe.

More information about the Faculty can be accessed at hass.uq.edu.au.



School of Education

UQ is a leader in education, ranked 40th in the world in the 2024 QS World University Rankings by Subject. The School of Education is consistently ranked as one of Australia's leading research and teaching institutions in the field of education. It is ranked as above world standard in the most recent ERA, and received the ranking of "high" in all three categories in its [Engagement and Impact Assessment](#). It has a strong commitment to addressing issues of education and equity in the context of rapid social, economic and cultural change.

The School's education programs and research agendas have focused on driving state and national educational innovation and reform, centring educational equity and inclusion of diverse learners. The School currently offers initial teacher education programs for primary and secondary teaching at the undergraduate and master's levels, as well as a highly international Master's of Educational Studies. Through dual degree programs offered with the Bachelor of Education (Secondary), the School also connects students with students across UQ and offers a pathway into teaching from many programs. The School is also home to a vibrant postgraduate research community, and has a strong track record of mentoring and developing researchers. Advancing research on Indigenous education and embedding Aboriginal and Torres Strait Islander perspectives in teaching is a key strength and strategic focus for the School.

Professor Robin Shields joined UQ as Head of the School of Education in 2024 and is committed to fostering a community centred on research excellence and equity in education. The School's staff are internationally cited and recognised for outstanding work in such fields as sociology and policy studies in education, educational psychology and learning sciences, inclusive education, literacy and numeracy, pedagogy and school reform and leadership. Further information and details of the research interests of academic staff may be accessed on the School's [website](#).



Role of the Lecturer / Senior Lecturer

About this opportunity

This is an exciting opportunity available for a Lecturer/Senior Lecturer within the School of Education. We are seeking academics with an ambitious, innovative and creative research agenda and an established and growing program of high-quality, impactful research. The successful candidate will teach courses in the School's initial teacher education programs and/or the Master of Educational Studies and will be able to supervise research students. In addition, they will provide leadership and undertake service to support the successful implementation and ongoing development the School's teaching and research.

The area of appointment is open, but we value applicants who can enrich and expand the School's strategic research and teaching direction. Candidates must also demonstrate the capacity to embed Aboriginal and Torres Strait Islander perspectives and knowledges in their teaching and research contributions.

Duties and responsibilities

Teaching

Level B, C

- Contribute to the development of new programs and course material in the area of focus, by consulting with program advisors and stakeholders, ensuring courses are engaging, relevant and contemporary.
- Teach across different settings and actively contribute towards educational practice and innovative curriculum design including online learning and alternative teaching methods.
- Coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for undergraduate and postgraduate courses.
- Maintain and improve the quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Provide high quality service to students, including academic counselling and advice.
- Understand and apply University Rules relevant to teaching and learning practice.

In addition for Level C

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



Research

Level B, C

- 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.

In addition for Level C

- Maintain an active record of producing quality research outputs consistent with discipline norms as lead contributor, by publishing or exhibiting in national research journals, other appropriate refereed publications and conference publications
- Participate in or contribute as chief investigator role in applications for significant research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Undertake independent and/or team research that where possible impacts on policy, practices and/or commercialisation resulting in national recognition and developing international recognition in the research area.
- Encourage, initiate and coordinate strategic collaborative research projects in related area of expertise across University, national and international levels.

Supervision and Research Development

Level B, C

- 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.
- Managing employee performance and conduct by providing coaching, feedback and training through probation, annual performance appraisal and regular meetings with employees.



- Working to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.
- Ensuring employees remuneration and benefits are correct and liaising with Human Resources when a change occurs.

In addition for Level C

- Act as Principal Supervisor to Higher Degree by Research students.
- Demonstrates and leads others in the responsible conduct of research.
- Demonstrates personal effectiveness in supervision and management and development of researcher capability and skill.
- Lead the facilitation of engagement opportunities for supervisees
- Effective lead and develop employee performance and conduct by providing feedback, coaching, and professional development.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures.

Citizenship and Service

Level B, C

- Actively develop partnerships by fostering relationships with colleagues, industry, government departments, professional bodies and the wider community.
- Shows leadership of self and others through mentoring and collaboration.
- Efficiently manage allocated internal service roles and processes, including participation in decision-making and service on relevant committees.
- Effectively perform a range of administrative functions as required.
- Provide support to other academic positions as needed and during absences.
- Consistently demonstrates the UQ values.

In addition for Level C

- Consistently demonstrate behaviours that align to the UQ values.
- Shows leadership of self and others through mentoring, collaboration and a responsibility for staff wellbeing.
- Demonstrate a track record of achievement in relation to internal service roles, including high level of collaboration and participation in decision-making and service on relevant committees.
- Undertake administrative processes as required.
- Establish a track record of collaboration in relation to external service activities.
- Advance external links and partnerships by collaborating on external activities and sustain 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 the Head of School, School of Education.



About you

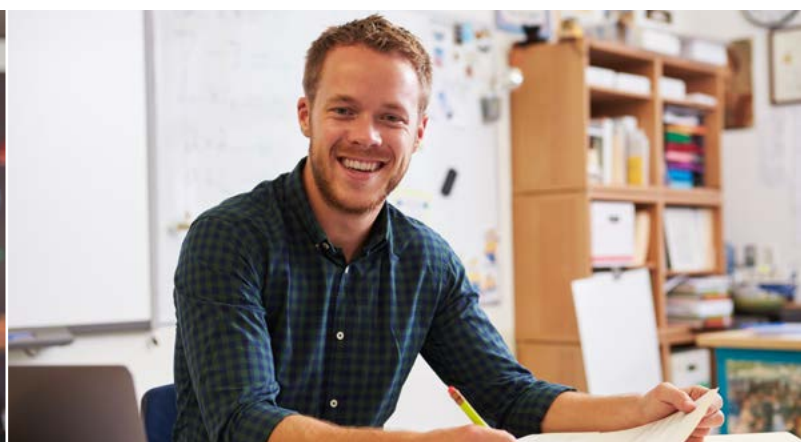
Applicants should possess a PhD in a relevant field.

Additionally, successful Level B candidates will demonstrate

- A growing profile in teaching and research in the discipline area.
- A developing reputation and track record of publications in reputed refereed journals and presenting at conferences.
- Evidence of successfully seeking, obtaining and managing external research funding.
- Evidence of a high level of quality teaching in the Initial Teacher Education programs, 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 for example relevant professional organisations, industry, government and community groups.

In addition to the above, successful Level C candidates will demonstrate

- An established profile in teaching and research in the discipline area.
- National recognition in the area of expertise, with an internationally developing profile and an established record of publications in reputed refereed journal and presenting at conferences.
- A strong record of successfully seeking, obtaining and managing external research funding.
- Evidence of a high level of quality teaching at undergraduate, honours and postgraduate level across a variety of settings, including small and large groups.
- A strong track record of course coordination and participation in the development and continuous innovation of new programs, curriculum design and course material in the discipline area.
- A solid record of supervision of Honours and Research Higher Degree students to successful completion.
- A growing record of meaningful internal service roles in conjunction with a strong contribution to external activities.



In addition, the following mandatory requirements apply

- *Background Checks:* All final applicants for this position may be asked to consent to a criminal record check. Please note that people with criminal records are not automatically barred from applying for this position. Each application will be considered on its merits.
- *Teaching Registration:* Registration with the Queensland College of Teachers, or eligibility for registration upon appointment is desirable, but not a requirement.
- *Working with Children Check (Blue Card):* Is it a requirement of this position that the incumbent holds or is eligible to hold a Blue Card.

About the selection process

As part of the selection process, applicants shortlisted for interview will be expected to present a teaching and/or research seminar in conjunction with the selection interview process.

The University of Queensland is committed to ensuring all candidates are provided with the opportunity to attend the panel interviews, however, for those candidates who are unable to attend in person, video interview options may be available.



Conditions of employment

Employment type

This is a teaching and research focused, full-time, continuing position at Academic Level B or C.

Remuneration

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.

At Academic Level C, the full-time equivalent base salary will be in the range \$132,201 – \$152,202, plus a generous super allowance of up to 17%. The total FTE package will be up to \$154,676 – \$178,076 annually.

How to apply

All applicants **must** supply the following documents in order for your application to be considered:

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

Applicants should specifically address in their cover letter at what Academic Level (B or C) they are interested in applying for.

Applications must be submitted via the [UQ Careers](#) portal.

Questions

For a confidential discussion please contact the Head of School, [Professor Robin Shields](#).

If you have any questions about the position or application process, please contact Aleisha O'Neill, Talent Acquisition Advisor via talent@uq.edu.au.



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

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.

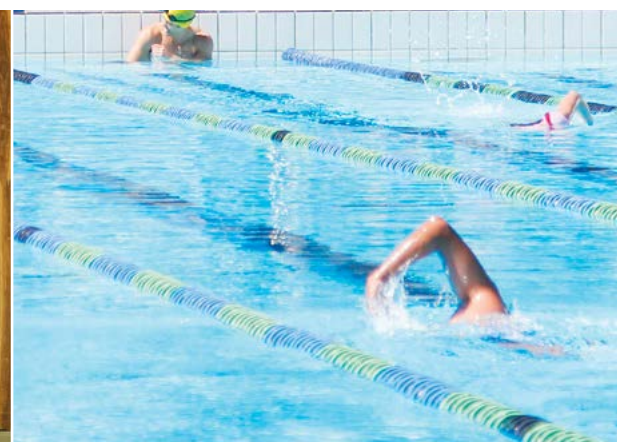
Courage

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

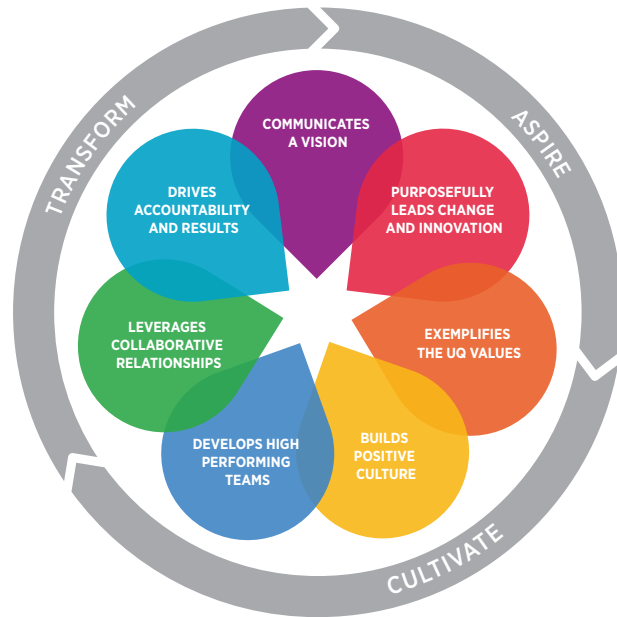


UQ Leadership Framework

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.



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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