



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

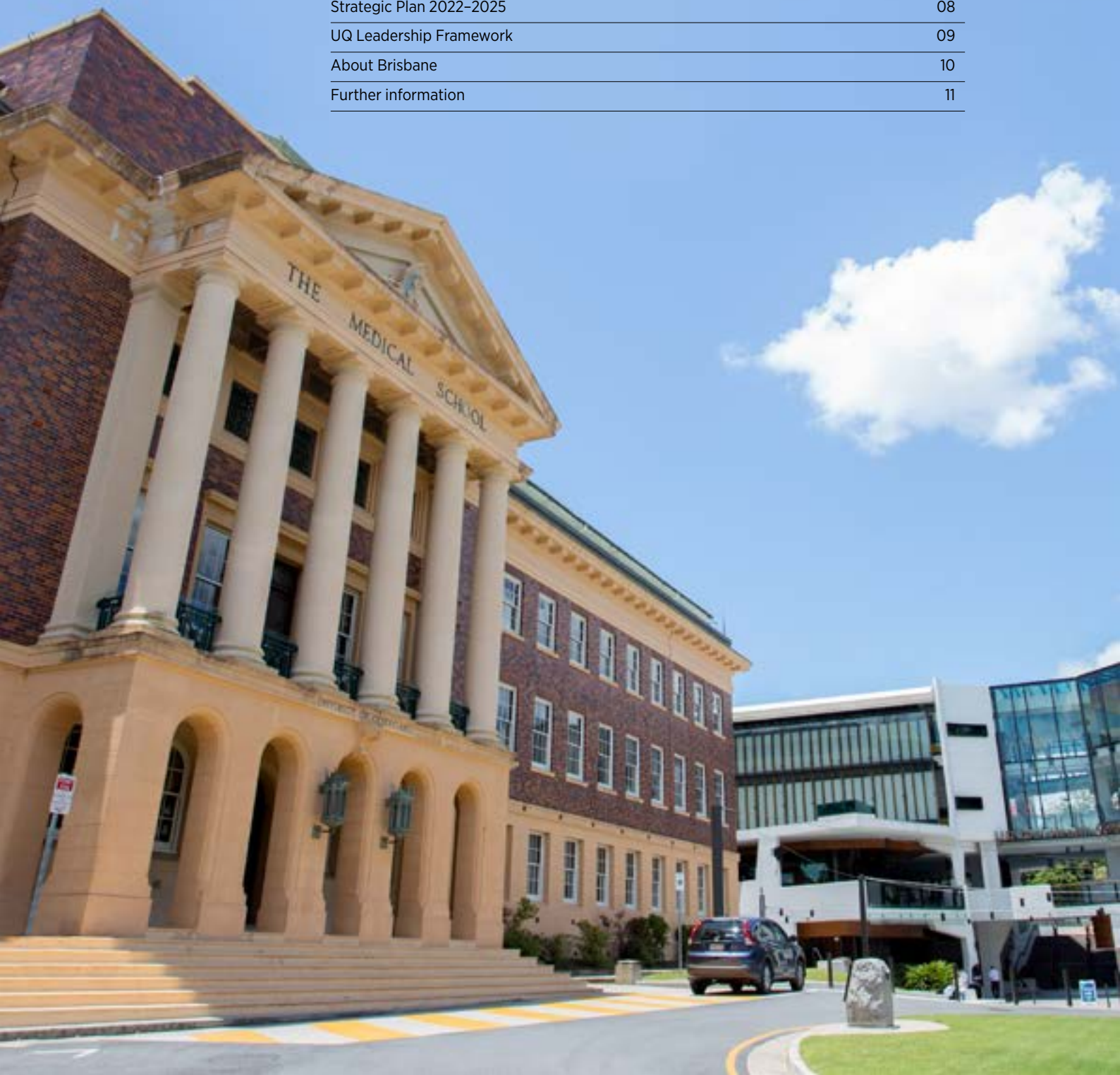
Appointment of

# Associate Professor, Program Convenor – Doctor of Medicine (MD)



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## Acknowledgement of Country

The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which UQ operates. We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country. We recognise their valuable contributions to Australian and global society.

## Faculty of Medicine

With three research-intensive schools and five hospital-based institutes, The University of Queensland (UQ) Faculty of Medicine is positioned to link pre-clinical and clinical sciences with population and global health. Across our entire community, there is a shared ambition and commitment to making a difference. The Faculty has a gross budget allocation of \$330 million of UQ's total \$2.0 billion budget, employs more than 1000 of UQ's 6600 staff and has a community of more than 4200 non-salaried academic appointees.

Further details are available [here](#).

## Medical School

The University of Queensland (UQ) Medical School is one of Australia's most respected and internationally recognised medical schools. As part of UQ's Faculty of Medicine, the Medical School provides high-quality teaching and practical training through world-class programs in medicine, mental health, and skin cancer. The Medical School ensures all graduates are equipped with the knowledge and skills needed to fulfil their ethical and professional responsibilities, face medical challenges, and advance health and well-being through lifelong education and research. Our talented community is also helping to address the world's evolving health priorities through innovative research that improves the lives of patients and the public.

Further details are available [here](#).

## Academy for Medical Education

Located within the UQ Medical School, the Academy for Medical Education (AME) provides leadership in medical education practice and medical education research. The AME promotes and supports development of high-quality learning and assessment across the educational programs of the School including the Doctor of Medicine program. Collaborating closely with colleagues in the Mayne Academies, Greater Brisbane Clinical School, Rural Clinical School, Ochsner Clinical School (Louisiana, US), School of Biomedical Sciences, and School of Public Health, the AME strives to ensure that every medical student reaches their full potential and is poised to provide the best care to their future patients.

Further details are available [here](#).



## Role of Associate Professor, Program Convenor – Doctor of Medicine (MD)

### About this opportunity

This is a unique opportunity for a dynamic, forward-thinking medical educator to provide academic leadership to the current and new MD program, which started in 2023. With around 480 medical graduates each year, the UQ MD is one of Australia's largest medical programs.

The Program Convenor leads a team of committed and talented medical educators and collaborates with world class clinician educators and researchers in nurturing our medical students to become caring, capable doctors.

The successful candidate will consistently demonstrate excellence in learning and teaching, medical education research and scholarship of learning and teaching. They will be an effective communicator and committed to developing and maintaining strong relationships across the Medical School, Faculty and the University. The successful applicant will make a positive impact locally, nationally and at an international level.

As a teaching focused academic at level D, the Program Convenor is expected to demonstrate institutional leadership and may be involved in the effective supervision of Honours and Higher Degree by Research students (where appropriate)

### Duties

#### Teaching

- Lead the ongoing improvement and development of the current and new MD program to meet (and exceed) industry and educational standards.
- Exhibit exemplary and pedagogically sound design in curricular and assessment practices that contributes to enhanced student learning outcomes.
- Build and maintain internal and external education collaborations necessary for the high quality implementation of the current and new MD program
- Demonstrate a sustained, skilled, and collegial contribution to teaching and the student experience.
- Communicate respectfully and effectively with staff and students.
- Understand and apply University policy and procedures relevant to teaching and learning practice.

#### Supervision and researcher development

- Engage in supervision with a record of achievement in supervision outcomes.
- Lead the facilitation of engagement opportunities for supervisees, where applicable.
- Lead others in the responsible conduct of research.
- Demonstrate personal effectiveness in supervision and management, and development of researcher capability and skill, by providing feedback, coaching, and professional development, where applicable.



### Research

- Lead research collaborations resulting in research outputs and international recognition.
- Lead successful projects (internally, externally or unfunded) that address pressing educational problems or advance exciting new approaches in the School, Faculty and/or University that garner national recognition.
- Lead activities that enable the transfer of evidence-informed knowledge of educational practices into the curriculum in the program, plan, etc at UQ and beyond.
- Display intellectual independence and encourage, initiate and lead strategic collaborations that yield new and quality insights and opportunities in pedagogical practices and activities.

### Citizenship and service

- Consistently demonstrate behaviours that align to the UQ values.
- Shows leadership of self and others through mentoring, collaboration, and responsibility for staff well-being, including mentoring colleagues for Teaching Awards, Educational Fellowships, etc.
- Engage effectively in governance leadership roles related to educational matters in the School and Faculty, including high level of collaboration and participation in decision-making and service on relevant committees.
- Build and lead teams in relation to external service activities and engagement including media opportunities that raise the profile of educational excellence at UQ.
- Create and grow external links and partnerships by collaborating on external activities and sustain relationships with industry, government departments, professional bodies and the wider community that enhance curriculum, teaching, and assessment, and create new WIL opportunities.

### 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 will report to the Director Academy for Medical Education.



## About you

- Completion of a PhD in medical or health professional education; or equivalent combination of relevant experience and/or education/training.
- International recognition for contributions towards learning, teaching, and pedagogical practices, with a sustained record of outstanding impact in education.
- An excellent record of successfully seeking, obtaining, and managing external funding towards improvements in pedagogical practices.
- Evidence of an exceptional level of quality teaching at undergraduate, honours and/ or postgraduate level across a variety of settings, including small and large groups.
- An established record of course coordination and continuous innovation of course material
- An established record of contributing to curriculum design.
- Evidence of the involvement in the supervision of honours and Research Higher Degree students (where appropriate) to successful completion.
- A strong record of meaningful internal service roles, including the successful mentoring of less experienced staff, in conjunction with evidence of leadership in external activities.



## Conditions of employment

### Employment type and classification

This is a full-time (100% FTE) continuing position at Academic Level D.

At Level D the full time equivalent base salary will be in the range of \$158,869 – \$174,870 plus super of up to 17%. The total FTE package will be in the range of \$185,876 – \$204,598.

### Qualification verification

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

### Vaccinations and immunisation

It is a condition of employment for this role that if you are required now or in the future, to work or interact in a Queensland Health clinical facility, or in an equivalent clinical health facility, or in a health care role, or will be required to perform work tasks that put you at risk of exposure to vaccine-preventable disease you are required to be immunised against, and remain immunised against, certain vaccine preventable diseases (VPDs) in accordance with the University's Vaccinations and Immunisation Guidelines (PPL 2.60.08). The employee is required to provide evidence of immunisation against VPDs. This may include the COVID-19 vaccine.

### Relocating from interstate or overseas?

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

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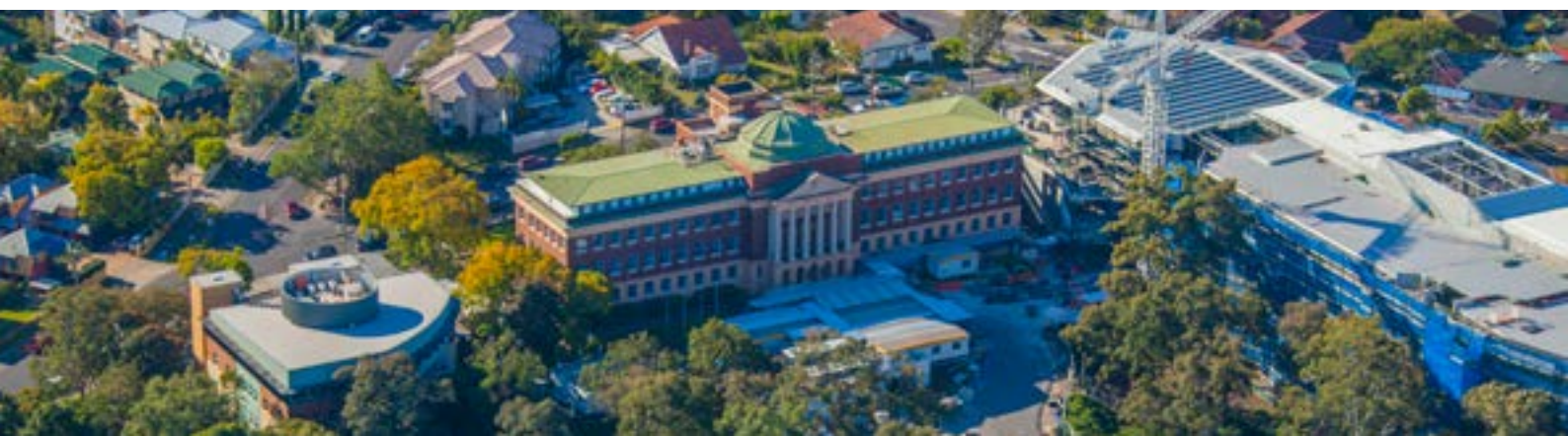
## How to apply

To discuss this role, please contact Professor Nalini Pather (Director, Academy for Medical Education) via [n.pather@uq.edu.au](mailto:n.pather@uq.edu.au) or Helen Chard (Talent Advisor, Talent Acquisition) on 0448 276 110 or [talent@uq.edu.au](mailto:talent@uq.edu.au).

To submit an application for this role, use the apply button. All applicants must supply the following documents:

- Cover letter
- Resume
- Responses to the key selection criteria

To satisfy prerequisite questions and ensure your application can be considered in full, all candidates must apply via the [UQ Careers](#) portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.



## The University of Queensland

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

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (35), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (33), QS World University Rankings (40), 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, Gatton and Dutton Park. 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*

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#### **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*

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#### **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*

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#### **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)

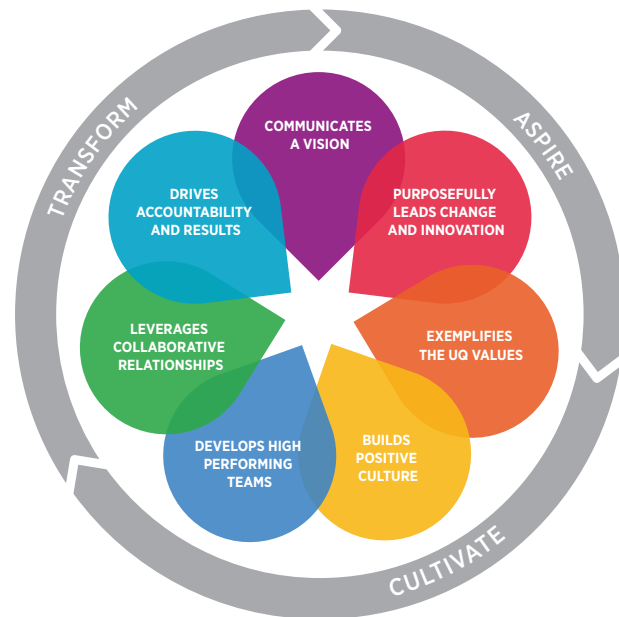


## UQ Leadership Framework

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.

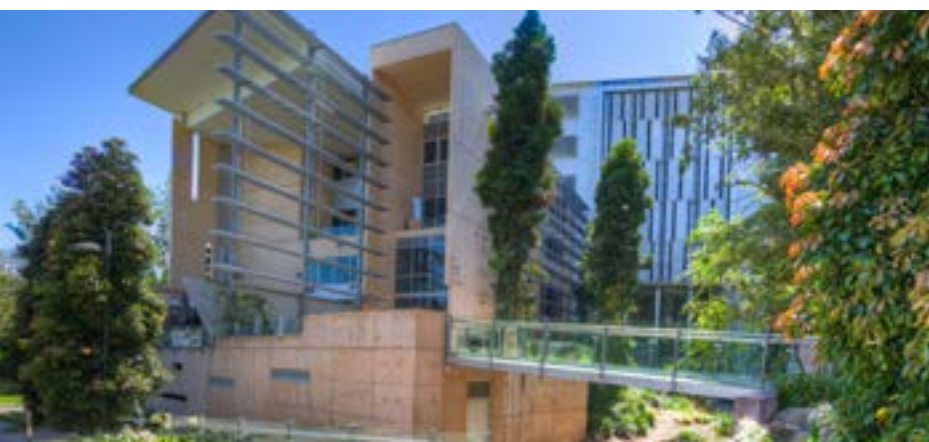


## Further information

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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