



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

Appointment of

# Postdoctoral Research Fellow / Research Fellow / Senior Research Fellow – First Nations Health (Identified s25)



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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.**

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## 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](#).

## School of Public Health

The School of Public Health (SPH) is one of three schools in the Faculty of Medicine, and one of over twenty schools at The University of Queensland. SPH hosts a multidisciplinary range of research and teaching programs across the broad range of public health disciplines. We have a reputation for excellence nationally and internationally, ranked 5th in Australia and 39th globally in the Shanghai 2023 Global Ranking of Academic Subjects.

The school is a place with a strong culture aligned around our mission: *Working together to improve the health and wellbeing of populations in a changing and inequitable world*. It is a place where people like to work, and students like to study. Our research addresses some of the world's most pressing population and public health challenges. The school offers teaching programs that are relevant to leading and emerging health issues – our Master of Public Health (MPH) was the first in the Asia Pacific region to achieve curriculum validation from the Agency for Public Health Education Accreditation (APHEA).

Consistent with our mission and values, the School prioritises commitment to First Nations sovereignty, and equity, diversity and inclusion. SPH prides itself on its research excellence, with strengths in First Nations Health and Wellbeing, Women's Health, Mental Health and Tobacco Control, Non-Communicable and Infectious Diseases, and more recently Environment and Health.





## First Nations Cancer and Wellbeing Research (FNCWR)

We are a team of passionate researchers and research support staff who make up the First Nations Cancer and Wellbeing Research (FNCWR) team. We work collaboratively with communities and the community-controlled health sector to deliver equitable health and wellbeing for First Nations peoples. Our program is led by a senior Aboriginal researcher and our research reflects the priorities of Aboriginal and Torres Strait Islander communities.

Our team leads diverse, innovative research projects under the FNCWR Program and our research projects are focussed on achieving equity in cancer outcomes for Aboriginal and Torres Strait Islander people across the cancer continuum and the wellbeing of Aboriginal and Torres Strait Islander people across the life course. Some of the program's projects include CANCO a Queensland wide prospective cancer cohort study, and a Synergy grant to co-design strategies to increase cancer screening. Our Wellbeing research is developing wellbeing measures from the ground up with Aboriginal and Torres Strait Islander Youth and identifying and responding to the wellbeing needs of our youth in out of home care.

The FNCWR Program is supported through major competitive funding including NHMRC and ARC grants such as the Centre of Research Excellence (CRE), the Medical Research Future Fund (MRFF), Partnership grants, and a Targeted Call for Research to build a National Network of First Nations Researchers. We are committed to privileging First Nations experiences and perspectives in our research, and to implementing research methods to ensure cultural appropriateness and responsiveness.

### Information for Prospective Staff

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



## Role of the Postdoctoral Research Fellow / Research Fellow / Senior Research Fellow – First Nations Health

### About this opportunity

We are looking for two highly motivated research-focused academics (at either Level A, B or C), to join our research team. The positions will contribute to our existing research program and have capacity to pursue new research directions to deliver high impact research for and with First Nations peoples. There are multiple opportunities for both qualitative and quantitative, as well as mixed method, research within our growing team and we welcome applications from candidates across a range of health disciplines relevant to our program. Duties

Duties and responsibilities include, but are not limited to:

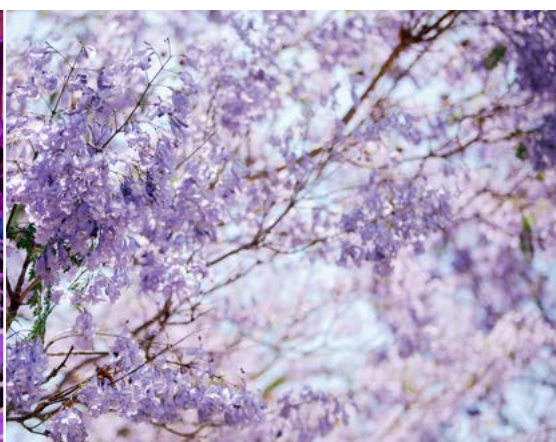
#### *Postdoctoral Research Fellow (Level A)*

##### Research

- Produces quality research outputs consistent with discipline norms by publishing or exhibiting in high quality outlets.
- Participate in applications for competitive research funding to support projects and activities.
- Work with colleagues in the development of joint research projects and applications for competitive research funding support.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Develop a coherent research program and an emerging research profile.
- Review and draw upon best practice research methodologies.

##### Supervision and Researcher Development

- Contribute to the effective supervision of Honours and Higher Degree by Research students (as appropriate).
- Demonstrates personal effectiveness in supervision and the management of researcher development.
- Effective lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.
- As appropriate, manage research support staff effectively throughout the employee lifecycle in accordance with university policy and procedures.
- Working to promptly resolve conflict and grievances when they arise in accordance with university policy and procedures.



### Citizenship and Service

- Demonstrate citizenship behaviours that align to the UQ values.
- Shows leadership of self through collaboration and active participation in priority activities for the unit
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Contribute to internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Begin to develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.

### Research Fellow (Level B)

#### Research

- Develop an independent and/or team research program to achieve national recognition and impact in the research area.
- Produces quality research outputs consistent with discipline norms by publishing or exhibiting in national research journals, other appropriate refereed publications and conference publications, with a lead role in some outputs.
- Participate in or contribute as chief investigator role (often in conjunction with more experienced researchers) in applications for competitive research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.
- Work with colleagues in the development of joint research projects and applications for competitive research funding support.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Review and draw upon best practice research methodologies.

#### Supervision and Researcher Development

- Demonstrate a track record of the effective supervision of Honours and Higher Degree by Research students.
- Demonstrates personal effectiveness in supervision and management and development of researcher capability and skill.
- Facilitate engagement opportunities for Higher Degree by Research supervisees
- Effective 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.
- Working to promptly resolve conflict and grievances when they arise in accordance with university policy and procedures.





### **Citizenship and Service**

- Demonstrate behaviours that align to the UQ values.
- Shows leadership of self and others through mentoring, collaboration and active participation in priority activities for the unit
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Effectively and efficiently manage internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Actively pursue and develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.

### **Senior Research Fellow (Level C)**

#### **Research**

- Maintain and 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.
- Review and draw upon best practice research methodologies.

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

- 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.
- Working to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.



### Citizenship and Service

- 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 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

These positions will reports to Professor Gail Garvey (AM), NHMRC Leadership Fellow and Professor in Indigenous Health Research.





## About you

### Essential

The University of Queensland considers that being Aboriginal and/or Torres Strait Islander is a genuine occupational requirement for this position under **s25 of the Anti-Discrimination Act 1991 (Qld)**.

The position is therefore only open to Australian Aboriginal and/or Torres Strait Islander people. The successful candidate will be required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.

### Additional criteria

#### *Postdoctoral Research Fellow (Level A)*

- A PhD and/or equivalent qualifications and experience in a relevant field relevant to public health.
- Sound knowledge of and demonstrated experience in research methods.
- Experience working with, and alongside, Aboriginal and Torres Strait Islander communities with the capacity to:
  - Demonstrate a thorough understanding of Aboriginal and Torres Strait Islander peoples and cultures and identify issues affecting Aboriginal and Torres Strait Islander peoples today;
  - Contribute to community outreach; and stakeholder engagement;
  - Communicate respectfully in a culturally sensitive manner.
- Well-developed organisational skills and ability to prioritise own workload, work independently and meet deadlines whilst maintaining attention to detail.
- Highly-developed oral and written communication skills, across a range of contexts and formats. 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

#### *Research Fellow (Level B)*

- A PhD and/or equivalent qualifications and experience in a relevant field relevant to public health.
- Sound knowledge of and demonstrated experience in research methods.
- Experience working with, and alongside, Aboriginal and Torres Strait Islander communities with the capacity to:
  - Demonstrate a thorough understanding of Aboriginal and Torres Strait Islander peoples and cultures and identify issues affecting Aboriginal and Torres Strait Islander peoples today;
  - Contribute to community outreach; and stakeholder engagement;
  - Communicate respectfully in a culturally sensitive manner.
- Highly-developed organisational skills, including the ability to manage priorities and multiple projects.



- Highly-developed oral and written communication skills, across a range of contexts and formats
- Demonstrated experience in meaningful internal service roles in conjunction with active contributions to external activities
- A growing research profile in the discipline area along with a developing reputation and track record of publications in reputed refereed journals and presenting at conferences.
- 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

### **Research Fellow (Level C)**

- A PhD and/or equivalent qualifications and experience in a field relevant to public health, with a strong track record of independent research as evidenced by publications in peer-reviewed journals and conferences, and a record of developing and maintaining collaborations.
- Experience working with, and alongside, Aboriginal and Torres Strait Islander communities with the capacity to:
  - Demonstrate a thorough understanding of Aboriginal and Torres Strait Islander peoples and cultures and identify issues affecting Aboriginal and Torres Strait Islander peoples today;
  - Contribute to community outreach; and stakeholder engagement;
  - Communicate respectfully in a culturally sensitive manner.
- A strong record reputation and track record of publications in reputed refereed journals and presenting at conferences.
- Evidence of successfully seeking, obtaining and managing external research funding.
- A track record of successfully supervising Higher Degree Research students to successful completion.
- Highly-developed organisational skills, including the ability to manage priorities and multiple projects.
- Demonstrated ability to lead and work as part of a team, significantly contributing to team management and a demonstrated ability to meet deadlines.
- Excellent oral and written skills and a demonstrated ability to communicate and interact effectively with a variety of staff and students in a cross-disciplinary academic environment and to foster respectful and productive working relationships with staff, students and colleagues at all levels.

### **Additional information**

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University's [Diversity and Inclusion webpage](#) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to [talent@uq.edu.au](mailto:talent@uq.edu.au).



## What we can offer

There are two full-time, three-year fixed-term positions at Academic Level A, B or C, commensurate with the successful candidate's experience, skills, and abilities

For Level A, the full-time equivalent base salary, will be in the range \$78,871 – \$105,004 plus super of up to 17%. The total FTE package will be in the range of \$92,279 – \$122,854.

For Level B, the full-time equivalent base salary, will be in the range \$110,365 – \$130,765 plus super of up to 17%. The total FTE package will be in the range of \$129,127 – \$152,995.

For Level C, the full-time equivalent base salary, will be in the range \$134,845 – \$155,246 plus super of up to 17%. The total FTE package will be in the range of \$157,769 – \$181,638.

You will be able to take advantage of [UQ Sport Facilities](#), recreation leave loading (of 17.5%), salary sacrificing options, on-campus childcare, discounted private health insurance, affordable parking, [development programs](#) and many other benefits.

For further information, please review [The University of Queensland's Enterprise Bargaining Agreement 2021–2026](#).

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## How to apply

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

- Resume
- Cover letter outlining the level you are applying for
- Responses to the 'About You' section

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)



## Working at UQ

UQ is a great place to work and is a culturally inclusive space for staff and students, where diversity is valued. The University of Queensland (UQ) acknowledges and respects Aboriginal and Torres Strait Islander peoples as First Australians. We value and celebrate the uniqueness of knowledges, cultures, histories and languages that have been created and shared for at least 65,000 years.

Our values guide our behaviour and provide the foundation of our culture. The [UQ Strategic Plan 2022-2025](#) articulates these values, what we strive for, how we work together, and our commitment to discovering and sharing truth.

### Our values

#### *What we strive for*

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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.



UQ is committed to Aboriginal and Torres Strait Islander peoples' learning, discovery and engagement. The University's Strategic Plan outlines strategies aimed at increasing opportunities for Aboriginal and Torres Strait Islander peoples, which are supported through the development of a Reconciliation Action Plan and Aboriginal and Torres Strait Islander Employment Strategy. Here in Australia, we especially want to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities.

At a national level, in partnership with Aboriginal and Torres Strait Islander communities, we will embed reconciliation across the University's operations to achieve and implement a 'Stretch' Reconciliation Action Plan (RAP) by 2025.

The Aboriginal and Torres Strait Islander Research and Innovation Strategy will support Indigenous researchers and empower research excellence that benefits Aboriginal and Torres Strait Islander peoples, communities and organisations. We aspire to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities—especially through truth telling and building greater cultural understanding.

UQ provides staff with a beautiful working location and welcoming campus culture. Working at UQ will provide you with a range of benefits including:

- flexible working culture, with access to a range of flexible working arrangements;
- cultural leave for Aboriginal and Torres Strait Islander staff;
- access to services on campus, including childcare centres;
- health and wellbeing initiatives; and
- opportunities to connect with staff networks, such as the Aboriginal and Torres Strait Islander Staff Network and the UQ Ally Network.

The University of Queensland believes in maintaining a safe work environment for all, which is why we are introducing a COVID-19 vaccination requirement that all staff be fully vaccinated, subject to limited exemptions.

More information about life at UQ including staff benefits, relocation and UQ campuses is available at: [staff.uq.edu.au/information-and-services/human-resources](https://staff.uq.edu.au/information-and-services/human-resources)





## Cultural support at UQ

Workplace Diversity and Inclusion provides information and support to staff and prospective staff and drives strategies and initiatives to create a safe, welcoming and inclusive space for staff at UQ that values the strength of diversity. The Indigenous Employment Team is responsible for the development and implementation of the [Aboriginal and Torres Strait Islander Employment Strategy 2019–2022](#) which aims to support Aboriginal and Torres Strait Islander people and staff through three main objectives:

### *Grow*

**Position UQ as an employer of choice for Aboriginal and Torres Strait Islander peoples in all levels and areas of the University.**

### *Develop*

**Provide access to career development opportunities for Aboriginal and Torres Strait Islander staff.**

### *Respect*

**Develop a workplace that values the contribution and positive difference that Aboriginal and Torres Strait Islander staff provide.**

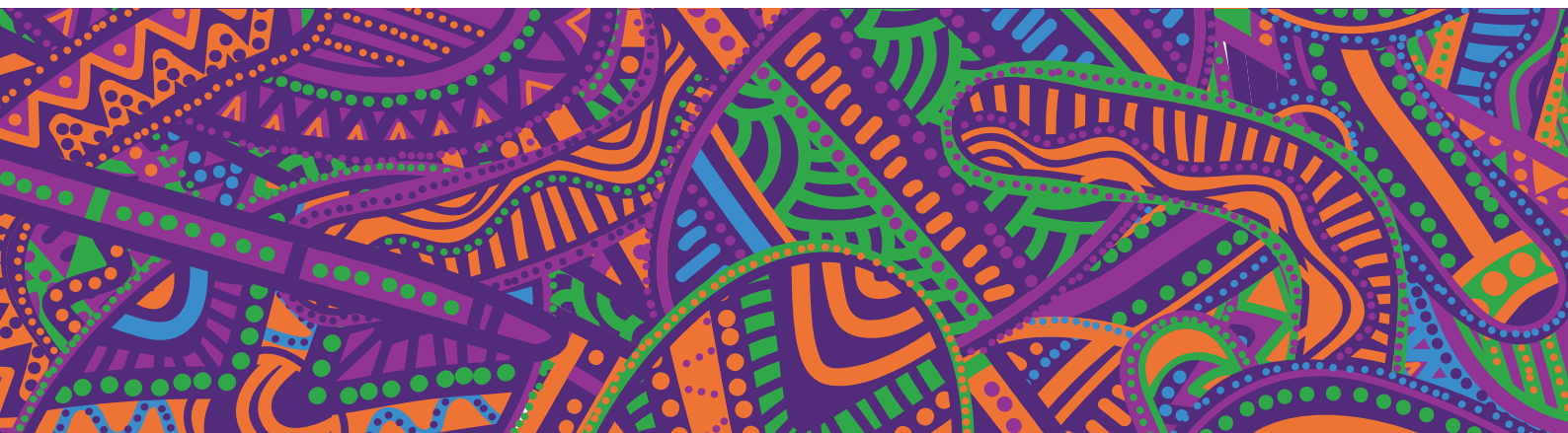
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

The Deputy Vice-Chancellor (Indigenous Engagement) is responsible for leading the implementation of UQ's first [Reconciliation Action Plan](#) and strengthening leadership within the University in relation to Indigenous Engagement, as well as building links with the community. The [Aboriginal and Torres Strait Islander Studies \(ATSIS\) Unit](#) strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ's learning, discovery and engagement activities and supports students from pre-enrolment through to graduation.

UQ's [Aboriginal and Torres Strait Islander Staff Network](#) provides a regular opportunity to get together, share stories, make connections and yarn about how UQ can keep developing as an employer of choice for Aboriginal and Torres Strait Islander peoples. There is also a network newsletter that promotes UQ jobs, training and development opportunities and useful tips, and enables us to share achievements from our community.

More information on Aboriginal and Torres Strait Islander Staff support can be found on our [current staff website](#).

*Brisbane River pattern from A Guidance Through Time created by Quandamooka artists, Casey Coolwell and Kyra Mancktelow*



## Further information

General information on the University is available through the University's website: [uq.edu.au](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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[uq.edu.au](http://uq.edu.au)