



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

Appointment of  
Associate Professor in  
Sport Science

SCHOOL OF HUMAN MOVEMENT AND NUTRITION SCIENCES





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## School of Human Movement and Nutrition Sciences

The School of Human Movement and Nutrition Sciences' vision is to be an international leader in the study of human movement and nutrition, demonstrating excellence through innovative, creative, and dynamic teaching and research, in a vibrant, interdisciplinary, and engaging environment.

The School is consistently ranked in the World's Top 5 and is highly regarded nationally and internationally for its teaching, research and community outreach programs. The 2021 QS World Rankings by subject area ranked UQ first in Australia and second in the world in sports-related subjects. The most recent (2015-16) Excellence in Research for Australia (ERA) exercise conducted by the Australian Research Council ranked UQ at 5 (well above world standard) in the field of human movement and sports science and 4 (above world standard) in nutrition.

Further details about the School's teaching programs, the research interests of academic staff, and other information about the School may be accessed on the School's [website](#).





## Role of the Associate Professor in Sport Science

### About this opportunity

The School of Human Movement and Nutrition Sciences seeks to appoint an outstanding academic to the field of sport science. You will work collaboratively within a team of academics within and beyond the School to conduct high quality research, deliver quality teaching, and provide service to the profession and the broader community.

As a teaching and research academic at Level D, the appointee is expected to achieve national and international recognition in their field of research. They will focus their efforts on growing their profile in teaching (including applied teaching, where appropriate), research, and service and engagement. The appointee may coordinate or lead the activities of other staff, and will be expected to contribute to the effective supervision of Honours and Higher Degree by Research students.

For a successful applicant with a suitable applied focus the opportunity exists for a fixed term joint appointment with the Queensland Academy of Sport (QAS) with up to 40% of allocated worktime being spent at the QAS in applied research, practitioner supervision and direct coach / athlete support.

### Duties

#### Teaching

- Demonstrates a sustained, skilled, and collegial contribution to teaching and the student experience in the field of sport science within areas such as sports physiology, sports biomechanics, skill acquisition, talent identification, or strength and conditioning
- Drive the ongoing improvement and development of new programs or a significant aspect of a program (e.g. a major, a teaching unit or a field of study) to meet industry and educational standards.
- Exhibit exemplary design in curricular and assessment practices that contributes to enhanced student learning outcomes.
- Adapt and introduce novel teaching and learning approaches and technologies (including online learning and alternative teaching methods and resources) to inspire students' participation and achieve enhanced learning outcomes.
- Builds and maintains internal and external education collaborations and leads or enables professional learning through advocacy, mentorship and/or scholarly inquiry.
- Coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for undergraduate and postgraduate courses.
- Make original contributions which expand knowledge or practice in the relevant discipline to achieve excellence in teaching.
- Provide high quality service to students, including academic counselling and advice.
- Understand and apply University Rules relevant to teaching and learning practice.



### Research

- Maintain a record of outstanding contributions to the field and producing quality research outputs consistent with discipline norms as lead contributor, by publishing in high quality national and international research journals, other appropriate refereed publications and conference publications.
- Initiate and lead funding initiatives and applications as chief investigator role in applications for significant research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.
- Lead the progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Participates in discipline service, including service on leading editorial boards, or other discipline leadership positions
- Encourage, initiate and coordinate strategic collaborative research projects that where possible impacts on policy, practices and/or commercialisation (where relevant) resulting in internationally recognised achievements in the research area.
- Assist in shaping significant and strategic research agendas that yield new insights and opportunities to represent and promote the discipline area in leading academic and research forums.
- Review and draw upon best practice research methodologies.

### Supervision and researcher development

- Successfully build and lead a research team, developing and mentor more junior academics and researchers.
- Act as Principal Supervisor to Higher Degree by Research students.
- Demonstrates and leads others in the responsible conduct of research.
- Demonstrate effectiveness in the development of researcher capability and skill.
- Lead the facilitation of engagement opportunities for supervisees
- Effectively lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures.
- Working to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.

### Citizenship and service

- Consistently demonstrate and lead others in relation to the UQ values.
- Make a strong contribution to the governance of the organisational unit, including displaying leadership behaviours.
- Shows leadership of self and others through mentoring, collaboration and a responsibility for staff wellbeing.



- Sustain a track record of impact, achievement and initiative in internal service roles.
- 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.

## Joint appointment

For a joint appointment to the QAS it is expected that the research, supervision, citizenship and service elements of the role would be largely undertaken at the QAS in areas of defined interest for the QAS.

Any joint appointment to the QAS would be for a four year period in the first instance with a secondment arrangement of up to 0.4 FTE from the underlying UQ appointment.

## 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

- Completion of a PhD in a field relevant to sport science within areas such as sports physiology, sports biomechanics, skill acquisition, talent identification, or strength and conditioning.
- A sustained record of outstanding impact and national achievement in teaching and/or research in the discipline area.
- Expert industry knowledge and extensive experience in a general or specialist capacity, including evidence of dissemination of research findings and adoption of new and innovative techniques.
- International record of publications in reputed refereed journals and presenting at conferences, in conjunction with evidence of leadership roles in successfully seeking, obtaining and managing external research funding.
- Evidence of senior leadership roles in quality teaching at undergraduate postgraduate and/or professional entry level.
- An established record of course coordination and in advancing the development and continuous innovation of new programs, curriculum design and course material in the discipline area.
- An extensive record of principal supervision to successful completion for students in advanced or speciality training programs.
- A strong record of meaningful internal service roles in conjunction with evidence of leadership in external activities that foster links within the profession and the relevant specialty, including substantial roles on advisory committees at a national and international level.
- Joint appointment to the QAS will be dependent on demonstration of a capability to contribute effectively to one or more areas of the [QAS 2032 High Performance Strategy](#) in an area of need for the QAS.

## Qualification verification

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



## Conditions of employment

### Employment type

This is a full-time, permanent position at Academic Level D.

### Salary and benefits

At Academic Level D, the full-time equivalent base salary will be in the range \$162,046 – \$178,367 plus super of up to 17%. The total FTE package will be in the range \$189,594 – \$208,690 per annum.

As part of the UQ community, you will have the opportunity to work alongside the brightest minds, who have joined us from all over the world, and within an environment where interdisciplinary collaborations are encouraged. At the core of our teaching remains our students, and their experience with us sets a foundation for success far beyond graduation. UQ has made a [commitment](#) to making education opportunities available for all Queenslanders, regardless of personal, financial, or geographical barriers.

As part of our commitment to excellence in research and professional practice in academic contexts, we are proud to provide our staff with access to world-class facilities and equipment, grant writing support, greater research funding opportunities, and other forms of staff support and development.

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

### Work rights

Visa sponsorship may be available for this appointment.

*Relocating from interstate or overseas?* We will 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](#).

### Qualification verification

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

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## How to apply

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

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





## The University of Queensland

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

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

#### **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)



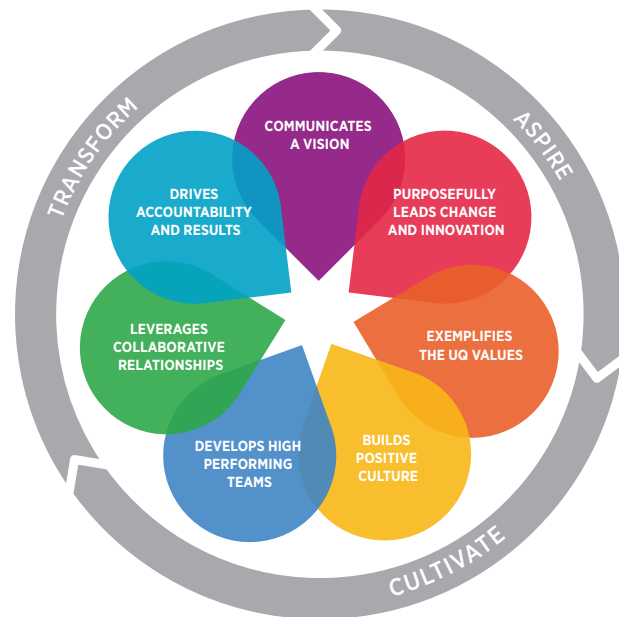


## UQ Leadership Framework

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.

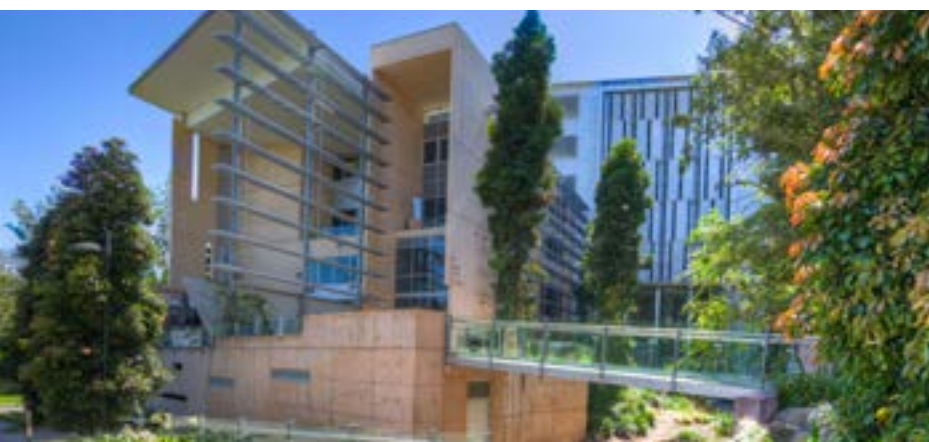


## Further information

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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