Expression of Interest

Aboriginal and Torres Strait Islander Academic and PhD Pathway – Engineering, Architecture and IT (Identified s105)

Contents

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.

Current opportunities

We are offering multiple academic appointments in teaching and/or research positions at one or more of the Schools or Centres within the Faculty specifically for Aboriginal and Torres Strait Islander Peoples.

• **Academic Pathways** for Aboriginal and Torres Strait Islander Peoples (Identified s105) **R-42672**

• **PhD Pathways** for Aboriginal and Torres Strait Islander Peoples (Identified s105) **R-43437**

About the Academic and PhD Pathway Program

UQ's Aboriginal and Torres Strait Islander (Indigenous) Academic and PhD Pathway Program aims to build and develop academic capability through an individualised program structure specifically designed to develop the necessary skills to succeed in an academic role.

Successful candidates will be matched with organisational units with the Faculty of Engineering, Architecture and Information Technology which will be able to provide career support through training and mentorship in your related field of study, research or discipline. Successful candidates will receive an individualised academic development program, which provides the candidate with an opportunity to significantly build research and/or a teaching track record at UQ.

The program offers a range of employment opportunities and remuneration will be offered to successful applicants based on their qualification and experience in line with the University's salary scales for Academic Appointments (Levels A–E).

UQ's Indigenous Academic and PhD Pathway Program offers two streams of employment – pre-doctoral and post-doctoral.

Post-Doctoral (Academic Pathway)	Pre-Doctoral (PhD Pathway)
For candidates with a PhD or close to completion, we can offer a continuing contract across academic levels A, B, C, D and E. Candidates may be offered a Teaching and Research or Teaching Focused position depending on skills, experience and career trajectory.	For candidates looking to begin an academic career, we can offer a four (4) year Teaching and Research or Research Focused fixed term contract that encompasses a Higher Degree by Research (HDR) salary scholarship partnered with an appropriate academic position (level dependent on experience), which will allow candidates to engage in relevant studies while gaining on the job academic training and experience. Once candidates have finished their PhD studies there may be the opportunity to be offered a continuing position upon completion.
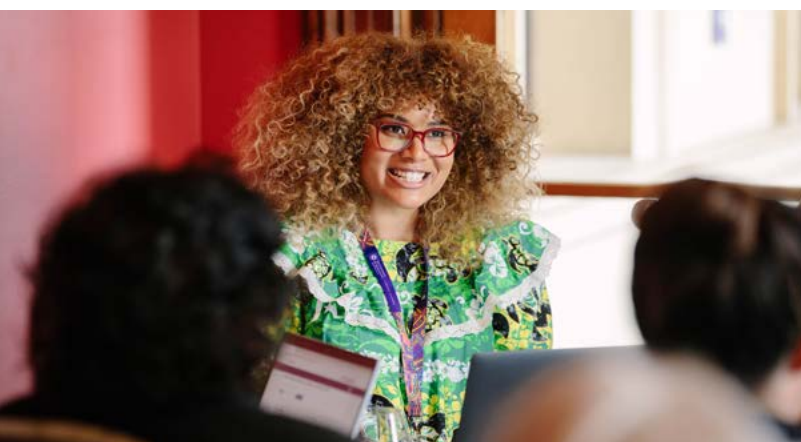
Where can you work?

The Faculty of Engineering, Architecture and Information Technology now invites Expressions of Interest from Aboriginal and/or Torres Strait Islander people who want to help shape the future of our Research, Teaching and Learning by building anacademic career within one or more of the Schools or Centres within the Faculty.

The Schools in the Faculty of Engineering, Architecture and Information Technology are:

• School of Architecture, Design and Planning – The locus of architectural, design and urban planning research, learning, debate, and speculation in our national academic and professional communities.

• School of Chemical Engineering – An international leader in the chemical engineering field with a reputation of excellence, built over many decades.

• School of Civil Engineering – Renowned for teaching and research in water, environment, geotechnical, structural, and transportation engineering.

• School of Electrical Engineering and Computer Science – At the leading edge of electrical engineering and computer science, focusing on innovation and research excellence.

• School of Mechanical and Mining Engineering – Tackling grand engineering challenges through pioneering research, exceptional teaching, and bold collaborations in the fields of Mechanical, Aerospace, Materials, Mechatronic, Mining, and Geotechnical engineering.

Affiliation with one of the Research Centres in the Faculty is also possible:

• Gas and Energy Transition Research Centre – A centre of research excellence conducting real-world research focussed on optimising Australia's natural gas industry in terms of environmental performance, social performance, and optimisation of cost of operation and supply.

• Australian Centre for Water and Environmental Biotechnology – An award-winning multidisciplinary team and research portfolio covering the breadth of the urban industrial water cycle, and achieving sustainable outcomes for the global water industry.

• Sustainable Minerals Institute – A world-leading research institute committed to developing the transformative people, technologies and approaches to address global sustainability challenges through the responsible supply of mineral resources.

Academic Pathways for Aboriginal and Torres Strait Islander Peoples (Identified s105) R-42672

About this opportunity

UQ's Aboriginal and Torres Strait Islander (Indigenous) Academic Pathway Program aims to build and develop academic capability through an individualised program structure specifically designed to develop the necessary skills to succeed in an academic role. Successful candidates will be matched with organisational units with the Faculty of who will be able to provide career support through training and mentorship in your related field of study, research or discipline.

Applicants selected for interview following the Expression of Interest will be provided with a detailed duty statement tailored to the specific academic position and organisational unit within the Faculty of Engineering, Architecture and Information Technology that best matches their area of expertise and level of qualifications and experience. Roles may be either as a Teaching and Research or Teaching Focussed Academic. The role expectations and selection criteria will be consistent with the University's policy on criteria for academic performance, which outlines expectations for different academic appointment types and levels. Expressions of Interest are invited at all Academic Levels from Associate Lecturer (Level A) to Professor (Level E).

Organisational relationships

Successful candidates will report to a senior academic within the hosting organisational unit.

About you

The University of Queensland considers that the filling of this position constitutes an equal opportunity measure under s105 of the *Anti-Discrimination Act 1991(Qld)* and under section 8(1) of the *Racial Discrimination Act 1975 (Cth)*. 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.

We are seeking expressions of interest from Aboriginal and/or Torres Strait Islander people who possess a degree, and/or four (4) years of tertiary study and/or a PhD or other postgraduate qualification, in a relevant engineering discipline. Candidates who hold strong interpersonal, communication, and collaborative skills will be highly regarded at all levels of appointment. Demonstrated leadership skills will be required for appointments at Level D or E.

Qualification verification

An appointment by the Academic Pathways is subject to the verification of the highest academic qualification from the conferring institution.

PhD Pathways for Aboriginal and Torres Strait Islander Peoples (Identified s105) R-43437

About this opportunity

UQ's Aboriginal and Torres Strait Islander (Indigenous) Academic Pathway Program aims to build and develop academic capability through an individualised program structure specifically designed to develop the necessary skills to succeed in an academic role. Successful candidates will be matched with organisational units with the Faculty of who will be able to provide career support through training and mentorship in your related field of study, research or discipline. At UQ, Aboriginal and Torres Strait Islander people are supported to fill their cultural responsibilities, with access to 8 additional days (pro-rata) of paid Cultural Leave annually. Indigenous employees are encouraged to access the UQ Aboriginal and Torres Strait Islander Staff Network with a variety of significant events held throughout the year.

The Faculty of Engineering, Architecture and Information Technology has committed to undertake a targeted recruitment activity via PhD Pathway recruitment process for candidates looking to begin an academic career. This is a fixed-term contract for four years, encompassing a Higher Degree by Research (HDR) salary scholarship partnered with an academic position at Level A, which will allow the candidate to engage in relevant studies while gaining on the job academic training and experience.

The role expectations and selection criteria will be consistent with the University's policy on criteria for academic performance, which outlines expectations for different academic appointment types and levels. Candidates may be offered a Teaching and Research or Research Focussed position depending on skills, experience and career trajectory.

Organisational relationships

Successful candidates will report to a senior academic within the hosting organisational unit.

About you

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We are seeking expressions of interest from Aboriginal and/or Torres Strait Islander people who would like to pursue a PhD in a relevant engineering discipline.

• Be a full-time enrolled Higher Degree by Research student or demonstrate the ability to meet the entry requirements for Higher Degree by Research at UQ. Candidates can check their eligibility on the future students' website.

• Experience or ability to teach and design coursework at the undergraduate or postgraduate levels.

• Experience or ability to liaise with industry, government, and/or community to promote opportunities for collaboration.

What we can offer

Remuneration will be determined by the successful candidate's skills and experience in teaching, research, service and engagement in line with the University's salary scales for Academic Appointments (Levels A–E).

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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.

How to apply

All applicants must supply the following documents through the UQ Careers portal:

- Cover letter outlining qualifications, experience, research interests and, if possible, an indication of the Faculty of Engineering, Architecture and Information Technology School or Centre into which employment is sought; and
- Resume

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.

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.

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 (63), and Times Higher Education World University Rankings (77).

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

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

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.

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

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*
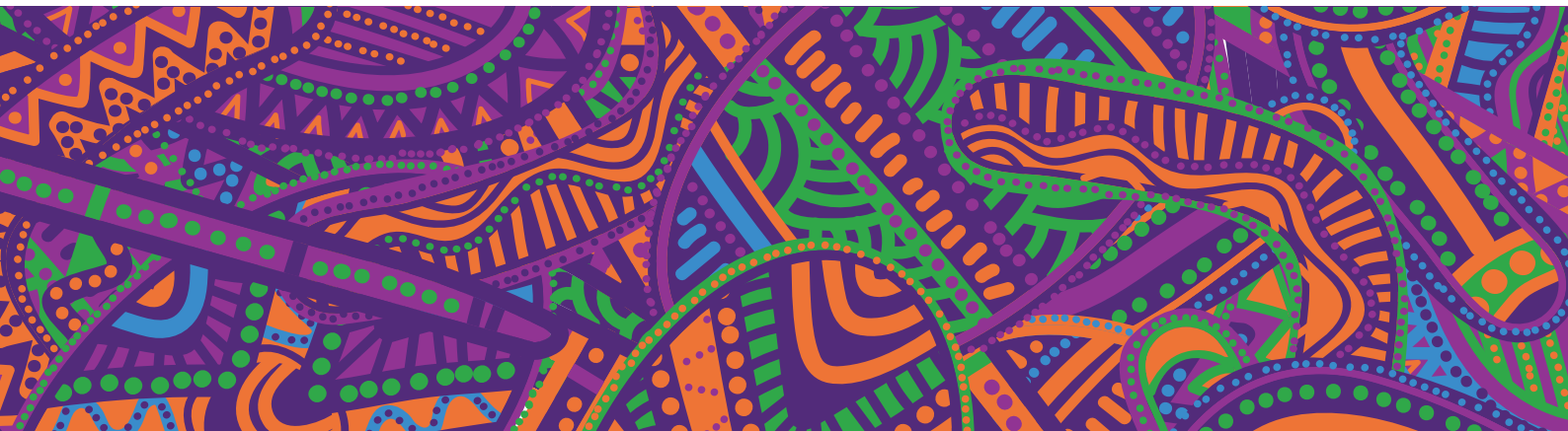
Further information

General information on the University is available through the University's website: uq.edu.au

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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AUSTRALIA

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uq.edu.au