



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

Appointment of  
Senior Lecturer / Associate  
Professor in Midwifery

SCHOOL OF NURSING, MIDWIFERY, AND SOCIAL WORK



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## Faculty of Health, Medicine and Behavioural Sciences

The newly established Faculty of Health, Medicine and Behavioural Sciences is an interdisciplinary powerhouse of innovation and collaboration to lead integrated solutions to the needs of the communities we serve locally and globally. UQ offers one of the widest ranges of health and behavioural sciences programs of any Australian university, and the ambition for this new Faculty is to leverage its unified suite of esteemed schools, institutes and centres to unlock opportunities within UQ and with external partners to:

- Graduate health, medical and behavioural science professionals who are champions of interprofessional collaborative practice, culturally competent and deeply respectful of Aboriginal and Torres Strait Islander peoples, and leaders in their respective disciplines.
- Address current and emerging health sector challenges, specifically the need for a flexible workforce with a diverse skill mix, and the need to provide person and family-centred health care through collaborative decision-making in interprofessional teams.
- Grow our research and impact by exploring 'wicked problems' from a multidisciplinary perspective in collaboration with consumers and communities.
- Attract research funding from a wide range of sources (philanthropy, competitive grants, government tenders, NGO, industry).
- Meet the complex health and well-being needs of the population across the lifespan.
- Provide our students with the optimal range of educational placement opportunities to support their learning.
- Work effectively and efficiently with a range of partners locally, nationally and internationally.
- Share resources and infrastructure to further our strategic ambitions and reach in education, research, and engagement.

Comprising nine esteemed schools, and an impressive suite of Faculty and School based institutes, and research centres, the Faculty offers unparalleled opportunities for learning, discovery, and impact. From pioneering medical breakthroughs to advancing understanding of human behaviour and well-being, our interdisciplinary approach fosters holistic approaches to healthcare and societal well-being. With a commitment to interprofessional education and a focus on health, well-being, and behaviour change, we are at the forefront of shaping the future of healthcare and improving lives locally and globally.

The Faculty possesses enormous strengths spanning research, teaching, industry engagement and clinical practice and staff, students, and partners can engage with groundbreaking initiatives and programs across our schools of Biomedical Sciences, Dentistry, Health and Rehabilitation Sciences, Human Movement and Nutrition Sciences, Nursing, Midwifery and Social Work, Pharmacy and Pharmaceutical Sciences, Psychology, Public Health, and Medical School.

Educational offerings are informed and complemented by research across a range of fundamental and clinical areas of importance through both faculty and school embedded centres and institutes, in particular the Frazer and UQ Mater Institutes, UQ's POCHE Centre for Indigenous Health, Child Health Research Centre, and UQ Centre for Clinical Research, as well as a number of other centres and alliances, including but not limited to Business and Economics of Health, Health Services Research, Youth Substance Use Research, Queensland Alliance for Environmental Health Sciences, RECOVER Injury Research, and Southern Queensland Rural Health.



## School of Nursing, Midwifery, and Social Work

The School of Nursing, Midwifery and Social Work was established in 2015, as a result of the merging of the School of Nursing and Midwifery and the School of Social Work and Human Services. The School is a leader in the study of nursing, midwifery, social work and counselling, demonstrating excellence through innovative, creative, and dynamic teaching and research, in a vibrant, interdisciplinary, and engaging environment. The School is committed to conducting academic, research and community partnership programs that are recognised for their excellence in contributing to health and well-being in the community.

The School is responsible for a range of pre-registration/pre-qualifying programs including the Bachelor of Social Work, Bachelor of Nursing, Bachelor of Midwifery, Bachelor of Nursing/Bachelor of Midwifery dual degree, Master of Nursing Studies, Master of Social Work Studies and the Master of Counselling degrees. It has extensive, well-established partnerships in the hospital, health care, social welfare and disability sectors and a developing cohort of research higher degree students.

In the most recent Excellence in Research Australia (ERA) ratings UQ received the maximum rating of 5 ("Well above World Standard") in the two fields - 1110 (Nursing, including midwifery) and 1607 (Social Work) of direct relevance to the School. UQ was the only Australian University to achieve that rating in the discipline of social work.

Further details about the School and its activities may be accessed on the School's [website](#).



## Equity, diversity and inclusion (EDI)

### Our commitment

We know that our success as a university is determined by our ability to attract and retain highly talented, committed people who are leaders in their field. For this reason, we are intent on embedding a supportive and inclusive culture built around UQ's values, where the many talents, passions and perspectives of our staff and alumni are encouraged and nurtured.

In line with this, UQ deeply values equity, diversity and inclusion, and seeks to reflect the broader community by attracting and retaining high-quality staff from a range of backgrounds. We are committed to identifying and addressing areas of under-representation among staff and aim to provide a respectful and healthy work environment for staff from all backgrounds, focusing on six key areas:

- [Aboriginal and Torres Strait Islander employment](#)
- [Gender](#)
- [Sexuality, gender and sex](#)
- [Cultural and linguistic diversity](#)
- [Disability](#)
- [Age](#)

**UQ has a progressive [diversity and inclusion policy framework](#) to support and enable staff.**

### UQ's strategic EDI priorities

UQ has committed to specific targets ([The University of Queensland Strategic Plan](#)) in the areas of gender equity and Indigenous employment and undertakes substantial programs of work to achieve these strategic aims.

#### Improving gender equity

UQ has a [range of initiatives](#) to address barriers to attraction, retention and progression of women and gender diverse staff and close the gender pay gap. We remain committed to changing workplace culture and making gender equality central to our work demonstrated by:

- [UQ Gender Equality Action Plan](#)
- [SAGE Athena SWAN Bronze status](#)
- [AWEI Gold Award](#)
- [UQ Gender Steering Committee](#)
- [UQ Ally Network](#)

#### Aboriginal and Torres Strait Islander employment

UQ is committed to the employment, career development and support of Aboriginal and Torres Strait Islander peoples and recognises their contributions to its community in academic and professional roles and at all levels across UQ. The Indigenous Employment team seeks to create an environment of cultural respect and understanding across UQ for all Aboriginal and Torres Strait Islander employees, and invites them to join the Indigenous staff network to stay informed and be actively involved in the UQ Indigenous community.



## Role of the Senior Lecturer / Associate Professor in Midwifery

### About this opportunity

This is an exciting opportunity for an experienced academic to contribute to teaching, research, and leadership within a world-class university. The role is open at Level C (Senior Lecturer/Researcher) or Level D (Associate Professor, Teaching & Research), with both positions requiring excellence in teaching (including clinical teaching where applicable), research, and service & engagement. The successful candidate will also be expected to supervise Higher Degree by Research students and take on leadership roles within the department.

### Duties

Key responsibilities include:

#### Teaching

##### At Level C

- Demonstrates an established record of effective contribution to a range of teaching responsibilities.
- Make original contributions which expand knowledge or practice in the relevant discipline.
- Support the ongoing improvement of programs via successful coordination of a significant aspect of a program (e.g. a major, a clinical teaching unit or a field of study) or a significant contribution to the development or coordination of teaching to ensure courses are engaging, relevant and contemporary.
- Teach across different settings and develop innovative curriculum design including online learning and alternative teaching methods and resources.
- Coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for undergraduate and postgraduate courses.
- Maintain and improve the quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Provide high quality service to students, including academic counselling and advice.
- Understand and apply University Rules relevant to teaching and learning practice.

##### At Level D

- Demonstrates a sustained, skilled, and collegial contribution to teaching and the student experience.
- Drive the ongoing improvement and development of new programs or a significant aspect of a program (e.g. a major, a clinical 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

#### At Level C

- 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.

#### At Level D

- 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***

#### **At Level C**

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

#### **At Level D**

- 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.



## 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

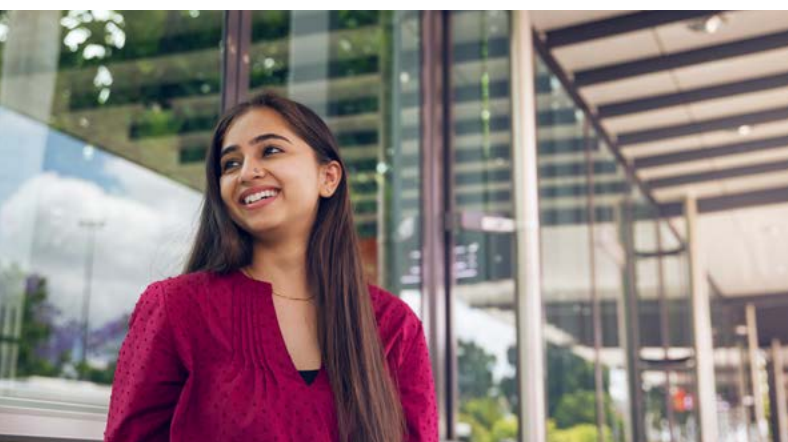
### Essential

#### At Level C

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

#### At Level D

- A PhD or equivalent with extensive experience in the discipline area.
- Demonstrated teaching and research leadership at a high level in an academic environment.
- Registered or eligible for registration as a midwife with the Australian Health Practitioner Regulation Agency.
- Demonstrated capacity to contribute to program improvement including the application of innovative approaches in challenging and new teaching contexts (for example: flexible delivery, eLearning, and inter-professional courses).
- Demonstrated ability and engagement in high quality teaching in midwifery at the undergraduate and postgraduate level.
- Demonstrated ability and leadership in continuous quality improvement and compliance of programs and courses with internal and external regulatory frameworks.
- Evidence of sustained successful external grant applications as a chief investigator.
- Evidence of an international reputation which could include prestigious research awards, highly cited papers, invited talks, keynotes, membership on international editorial boards or membership on international conference committees.
- An ability to establish effective relationships and to represent and promote academic discipline at a university and wider community level, including industry, government and professional bodies.



- Experience in liaising and collaborating with external agencies to develop cooperative research initiatives.
- Demonstrated excellent communication skills and ability to work collaboratively and effectively with colleagues.
- An ability to work in a flexible, multi-disciplinary teaching and research environment.
- Active and effective record in principal supervision of higher degree by research students through to completion.

## Desirable

- Experience in research involving inter-sectoral collaboration to develop cooperative research initiatives.

## Additional Information

UQ is committed to a fair, equitable and inclusive selection process, which recognises that some applicants may face additional barriers and challenges which have impacted and/or continue to impact their career trajectory. Candidates who may not fully meet all the criteria are strongly encouraged to apply for and demonstrate their potential in the role, even if parts of the selection criteria can't be met. Candidates may also wish to proactively outline any barriers/challenges which have impacted their career. The selection panel will consider both your potential and any performance relative to opportunity considerations when assessing your suitability for this role.



## Conditions of employment

### Employment type

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

### Salary and benefits

Base salary will be in the range \$137,542 – \$181,934 plus 17% superannuation.

### Classification

Both Academic Level C and D positions are Teaching and Research focused positions.

### Relocation

We may support you with obtaining employer-sponsored work rights and a relocation support package.

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## How to apply

Please create a profile via the [UQ Careers](#) portal and upload the following documents for your application to be considered:

- Resume
- Cover letter summarising how your background aligns to the 'About You' section

For questions regarding this role or the application process, please contact Talent Acquisition at [talent@uq.edu.au](mailto: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 57,000 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 21,000 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 18,000 PhDs.

UQ's 5 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](https://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.

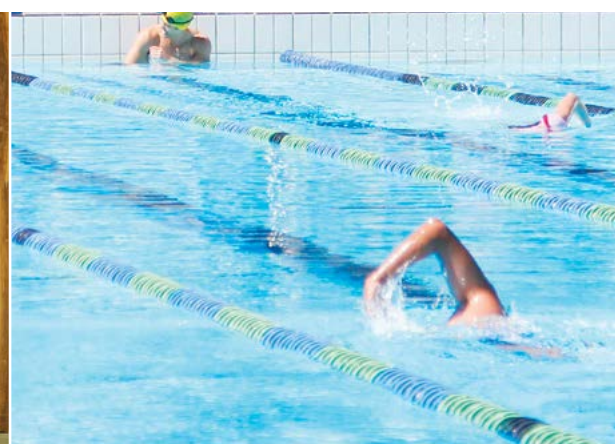
##### **Courage**

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)

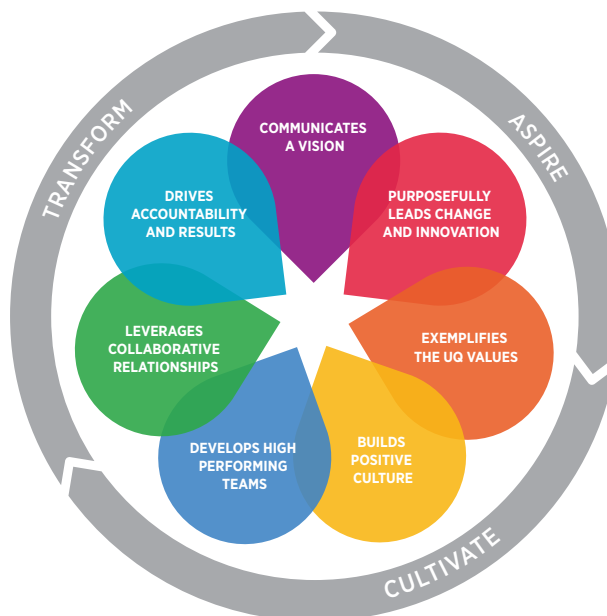


## UQ Leadership Framework

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.

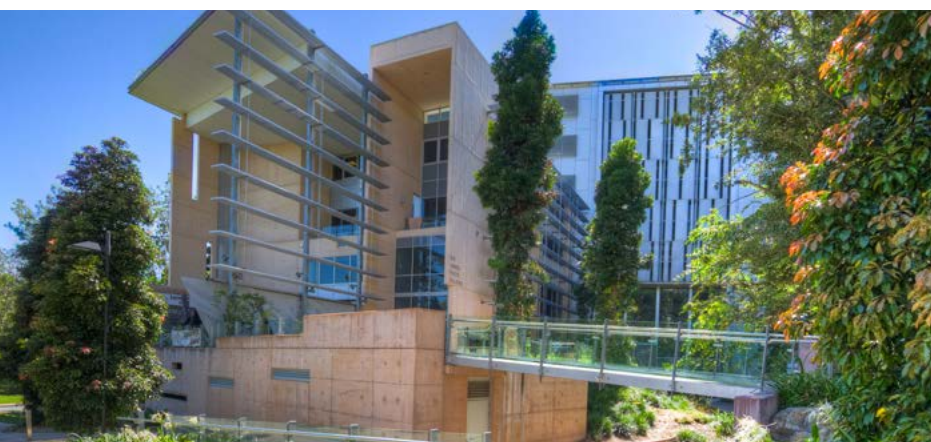


## Further information

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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AUSTRALIA

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