

Professor and Head of School

School of Biomedical Sciences



CONTENTS

Faculty of Health, Medicine and Behavioural Sciences	01
School of Biomedical Sciences	02
Equity, diversity and inclusion (EDI)	03
Role of the Professor and Head of School	04
About you	07
Conditions of employment	08
How to apply	08
The University of Queensland	09
Governance	10
Strategic direction	10
Strategic Plan 2026–2029	11
UQ Leadership Framework	12
About Brisbane	13
Further information	14



Faculty of Health, Medicine and Behavioural Sciences

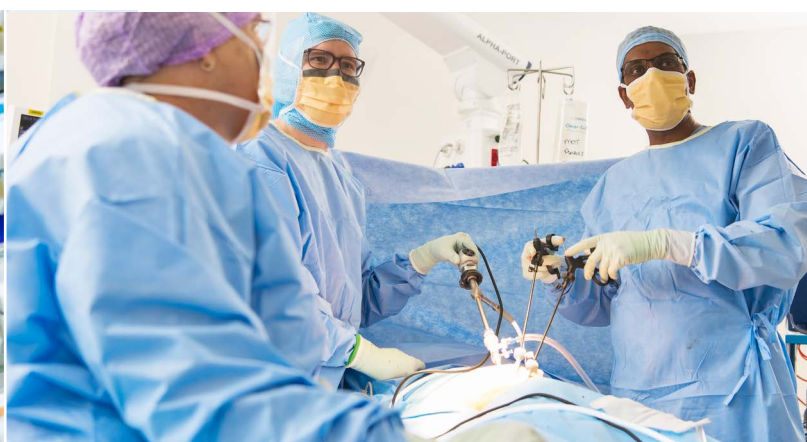
Established in 2025, the [Faculty of Health, Medicine and Behavioural Sciences \(HMBS\)](#) is an interdisciplinary powerhouse of innovation and collaboration to lead integrated solutions to the needs of the communities we serve locally and globally. UQ offers one of the widest ranges of health and behavioural sciences programs of any Australian university, and the ambition for the 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 (competitive grants, government, non-government organisations, philanthropy and 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 (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 Medicine), and an impressive suite of Faculty and School-based institutes and research centres, HMBS 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 health and well-being, and improving lives locally and globally.

The Faculty possesses significant strengths spanning research, teaching, industry engagement and clinical practice, and staff, students, and partners can engage with groundbreaking initiatives and programs across our schools.

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.



School of Biomedical Sciences

The [School of Biomedical Sciences](#) is a distinguished centre for teaching and research in the academic disciplines of Physiology, Pathology, Anatomy, Developmental Biology and Pharmacology. The School has more than 50 full-time research and teaching staff and is one of the largest Schools of its type in Australia. The School of Biomedical Sciences teaches into 25 degree programs, including contributions to undergraduate and postgraduate studies in Biomedical Science, Medicine, and various Health Sciences. It is home to state-of-the-art student teaching labs which in addition to experimental spaces includes the Gross Anatomy Facility and the Integrated Pathology Learning Centre.

Our researchers utilise a wide range of experimental systems and are supported by world class facilities in Histology, Microscopy, Molecular Analytics, Animal and Human Physiology, and Viral Vector production. Our diverse research provides an exciting environment for national and international research fellows, higher degree and undergraduate students to undertake research. Although many of our academics aim to advance the understanding of how molecular and cellular mechanisms contribute to the function of the human body in health and disease, there is also a group of educational researchers (Science of Teaching and Learning). Details of the research interests of academic staff may be accessed on the School's [website](#).

The School of Biomedical Sciences recognises the gender inequalities present in the STEM disciplines and strongly supports the careers of women by providing opportunities for development and progression wherever possible. We value the strength that diversity brings to teaching, learning, research, and engagement. Women, as well as Aboriginal and Torres Strait Islander peoples, people with disabilities, and people across the diversity of sexualities and gender, who meet the requirements of this position, are strongly encouraged to apply, and applications will be assessed by gender-balanced panels.



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 Professor and Head of School

About this opportunity

The Head of the School, School of Biomedical Sciences is a key operational and strategic leadership role responsible for enacting the School, Faculty and UQ vision, cultivating collaborative and productive relationships and delivering outstanding results across the core activities of the School. This is achieved through generating and enacting the School's vision and strategy, inspiring and leading academic and professional staff, and effectively managing the School's resources, governance frameworks and administrative processes. Delivery of high-quality teaching, research and impact involves engaging and collaborating productively with a range of other groups and organisations both within and beyond the University.

The primary role of The Head of the School, School of Biomedical Sciences is to provide academic leadership of the School, leading the teaching and research activities of the School and the School's meaningful engagement with its alumni, its public sector and industry partners, and the professions of relevance to the School. A fundamental responsibility of the Head is to ensure the School's production of high-quality graduates and research outputs that have national and international impact.

To achieve this, the Head is ultimately responsible for:

- The governance of the School and the establishment and development of the next phase of its strategic direction.
- The guidance and development of teaching, research and engagement.
- The nurturing and development of strong partnerships with graduates, employers, public, non-profit and private sector partners and the profession.
- The guidance and development of staff and the management of human resources related issues.
- The management of finances and infrastructure through effective planning, revenue generation, budgeting and expenditure control.
- Ensuring the School engages fully with First Nation's peoples and supports the recruitment and development of Indigenous staff and students consistent with the Reconciliation Action Plans of the University and Faculty.
- Internationalisation of the School.

Duties and responsibilities

- Develops, implements, maintains and evaluates aspirational strategy and plans, including setting goals and key performance indicators, in support of and alignment with UQ and the Faculty's vision and strategic objectives.
- Drives self and others to deliver outstanding School results.
- Maintains a culture of innovation and continuous improvement which facilitates outstanding research, teaching and student outcomes.
- Establishes and maintains suitable governance and quality assurance frameworks, procedures and organisational, executive and committee structures, which supports effective decision-making and appropriate delegations.
- Upholds the highest standards of policy and legislation compliance.



- Develops new and strengthens existing collaborations, linkages, partnerships and relationships in pursuit of school objectives, including disciplinary augmentation, teaching and research, development aspirations, commercial endeavours, student enrolments and internationalisation plans.
- Fosters a collegial and collaborative research, supervision and researcher development, teaching and citizenship/service culture, including supporting the development of Early Career Researchers.
- Manages/controls the School's finances, spaces, infrastructure and resources including maintaining the School budget; maintaining fiscal discipline and effective planning; revenue generation and infrastructure/resource expenditure in accordance with University guidance.
- Pursues opportunities to increase revenue, including (but not limited to) attracting full fee-paying students; increasing external funding through grant success and philanthropy; and commercialising the results of research and intellectual property.

Leadership and management

- Leads and manages staff in accordance with 'Group Manager' level responsibilities and the UQ's Leadership framework.
- Supervises and works in partnership with the School Manager, School portfolio holders and other direct reports; accepting delegated tasks where applicable.
- Guides and develops staff, through the delivery of structured and effective mechanisms to support core people capabilities throughout the employee life-cycle.
- Drives team and School performance, positive workplace culture, empowers independence and cultivates cohesion and collaboration.
- Upholds the highest standards of workplace health, safety and wellness.
- Allocates duties in accordance with workload allocation policy and frameworks, to ensure equitable workload distribution and the effective performance of the teaching, research and service functions.

Academic leadership

- Provides academic leadership and maintaining personal academic standing, including promoting collaboration to ensure forward momentum for the School's disciplines and inter-disciplinary endeavours.
- Remains abreast of relevant disciplinary directions, emerging research and other factors which may have implications for the School.
- Represents the interests and needs of the University to the School, external community and through membership on the Academic Board, Faculty Board(s) and other University groups and committees.
- Upholds and protects the highest standards of academic quality, integrity and academic freedom.
- Encourages excellence in scholarship, teaching, research, learning and student and researcher engagement, development and enrichment.



- Maintain effective links with government departments and authorities, and ensure that the relevant Executive Dean or Institute Director and the Vice-Chancellor's office are informed of the contacts.
- Contact business, commerce and industry organisations relevant to the School's or Centre's research and develop research partnerships.
- Maintain effective links with graduates and alumni.
- Maintain links with employers of graduates.
- Set up and maintain productive links with offshore sources of international students.

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.
- The University's [Strategic Plan](#).
- The University's [Stretch Reconciliation Action Plan \(RAP\)](#).

Organisational relationships

The position reports to the Executive Dean, Faculty of Health, Medicine and Behavioural Sciences.



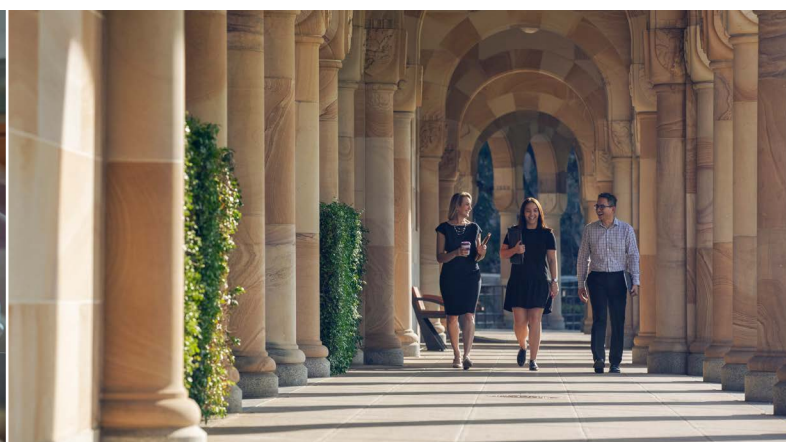
About you

Essential

- A PhD in an area relevant to existing strengths of the School, and an international reputation for excellence, with an active and strong teaching portfolio and research track record in publications, competitive grants, and effective PhD supervision.
- Highly developed leadership, interpersonal, communication and people management skills and a track record in leading, motivating and successfully managing a large, diverse team in a collegiate environment.
- Strengths in influencing and negotiating, including the ability to develop and maintain effective relationships with key internal partners and external stakeholders including industry, government and professional bodies.
- Demonstrated expert knowledge and a significant international standing professionally and academically in one or more fields of disciplinary areas relevant to the School.
- Capacity to exercise academic leadership to enhance the standing of the School and Faculty.
- Demonstrated ability to shape organisational culture, implement a successful vision and encouraging and support academic staff in the delivery and enhancement of high-quality teaching and learning.
- Cross-disciplinary understanding of research, teaching and student experience.
- Sound and successful experience in the management of finance, operations, and human resources.
- Sound appreciation of relevant legislation underpinning University priorities, policies and procedures including equal opportunity and occupational health, safety and welfare.
- Highly developed understanding and appreciation of the historical, social and political contexts impacting First Nations people internationally, and Aboriginal and Torres Strait Islander peoples, families and communities specifically, and the need for culturally safe and responsive practice across all disciplines.

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, fixed-term appointment for five years at Academic Level E. A remuneration package will be negotiated with the successful applicant. A further appointment may be offered by mutual agreement.

Qualification verification

Academic appointments will be subject to the verification of the highest academic qualification from the conferring institution.

Visa sponsorship

Relocating from interstate or overseas? We may support you with obtaining employer-sponsored work rights and a relocation support package. You can find out more about life in Australia's Sunshine State [here](#).

How to apply

Applications must be submitted via the [UQ Careers](#) portal. All applicants must upload the following documents in order for your application to be considered:

- Cover Letter addressing the 'About You' section
- Resume

Please note that you will be asked to add all documents into the one upload box during the application form.

Questions?

For a confidential discussion, please contact Caitlin Savage (Principal Advisor, Talent Acquisition) via talent@uq.edu.au.



The University of Queensland

The University of Queensland (UQ) is consistently ranked among the world's top 50 universities and one of Australia's leading teaching and research universities. UQ is driven by its mission to deliver for the public good through its transformative education, pioneering research, and meaningful engagement with local and global communities. For more than 100 years, our graduates, researchers, and educators have shaped industries, solved complex challenges, and made meaningful contributions to communities.

Four vibrant campuses

UQ's four campuses are located in South East Queensland, known for its safety, liveability and natural beauty. Our riverside St Lucia campus in Brisbane features world-class teaching and research facilities, heritage architecture, and onsite student accommodation. The Herston and Dutton Park campuses are located in the city's biomedical precinct, close to major hospitals and research hubs. Our Gatton campus is located in an agricultural region near Brisbane, offering hands-on learning in agriscience and veterinary studies, and student accommodation options.

Teaching and learning excellence

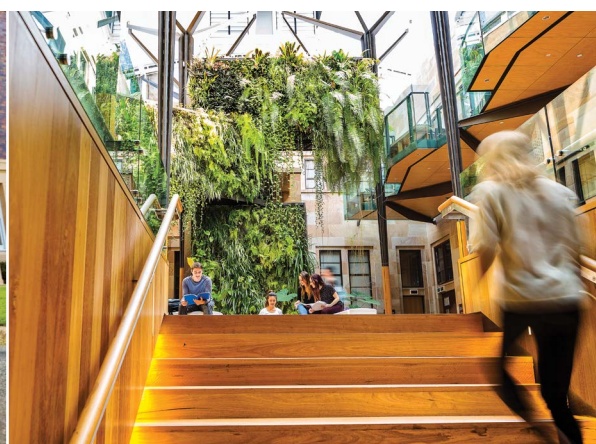
UQ has Australia's most awarded university teachers – an achievement that reflects the passion and expertise of our educators and the success of our students. Students can choose from one of Australia's most comprehensive study options offering 330+ undergraduate and postgraduate programs. UQ graduates are highly sought after and we are number 1 in Queensland for graduate employment outcomes. UQ postgraduates earn an average 33% salary increase within 3 years of graduation.

Research and innovation leadership

More than 2,500 UQ scientists, social scientists and engineers work alongside government and industry on 3,500+ active research projects – from discovery to commercialisation. Their strengths span critical areas including climate change, health and biomedical innovation, advanced manufacturing, sustainable agrifood and infrastructure. UQ is also Australia's number 1 university for commercialisation. Some of our proudest inventions include the Molecular Clamp vaccine technology recently acquired by Sanofi as part of a landmark acquisition, the world's first cervical cancer vaccine (Gardasil), and Inflazome acquired by Roche in 2020. UQ is a key partner to the delivery organisation appointed by the Queensland Government to lead the integrated masterplan for the Brisbane 2032 Olympic and Paralympic Games main stadium, venue and village precinct.

A global community

UQ welcomes a diverse and vibrant community of more than 57,000 students from 141 countries, including 22,000 postgraduate students engaged in advanced study and research. Our alumni network spans more than 355,000 people across 184 countries, making meaningful contributions as business leaders, educators, politicians, humanitarians, philanthropists, athletes, artists, and more. We value collaboration with 450+ international partners, including world-leading institutions and global agencies, to advance research, teaching and global development. UQ is a proud member of Universitas 21, Group of Eight, Universities Australia, Worldwide Universities Network, and the Association of Pacific Rim Universities.



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.

about.uq.edu.au/leadership-governance

Strategic direction

Together, our objectives and strategies drive progress toward 6 long-term ambitions that define the transformative impact UQ aims to deliver.

Our 2032 ambition

As the University of, for and with Queensland, UQ's ambition is to:

- Deliver highly sought-after graduates who are ready to succeed in the workforce, through diverse, future-focused educational experiences
- Contribute to Queensland's prosperity through The Queensland Commitment by reducing barriers to education and delivering social benefits
- Leverage the breadth and depth of our research strengths and innovation precincts to address pressing global challenges, including climate change, technological disruption and increasing societal complexity
- Be a trusted and agile partner, recognised as a leader in entrepreneurship, knowledge exchange and commercialisation
- Have an extensive global reach in education and research, with a strong commitment to capacity building in the Indo-Pacific and beyond
- Be values-led, committed to delivering for the public good, supporting our people, advancing reconciliation, driving sustainability and embracing diverse experiences and perspectives.



Strategic plan 2026-2029

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.

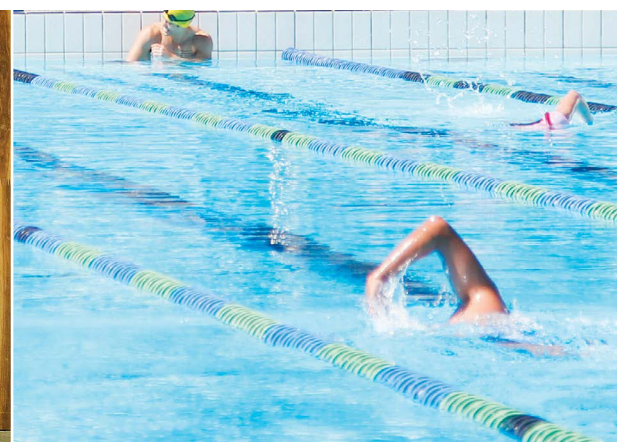
Courage

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

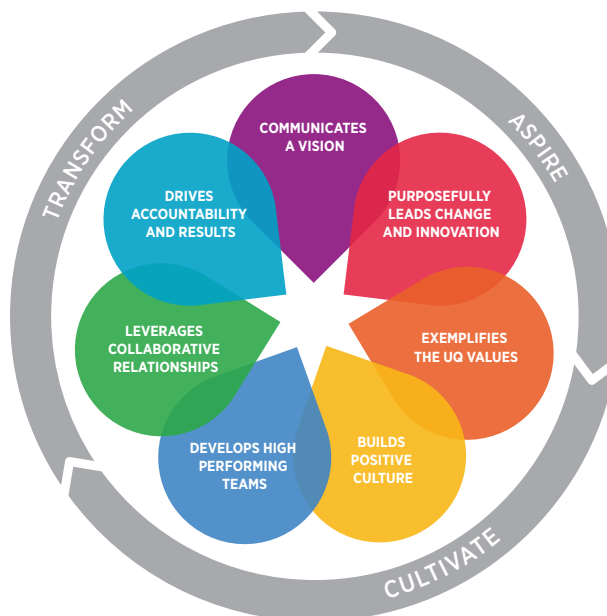


UQ Leadership Framework

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.

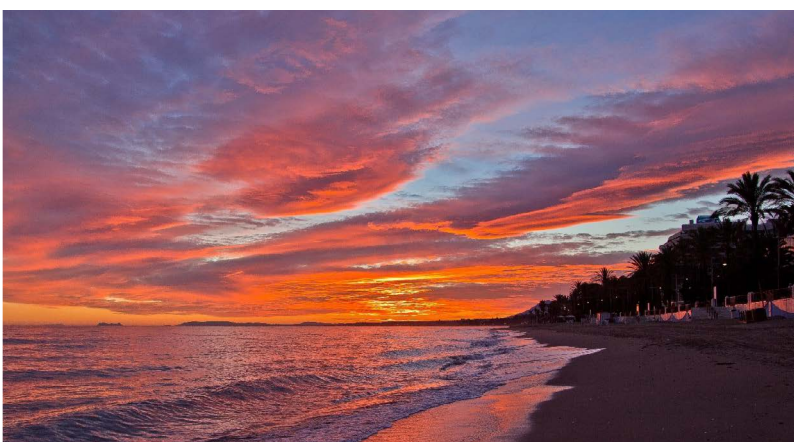
A leader in education

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

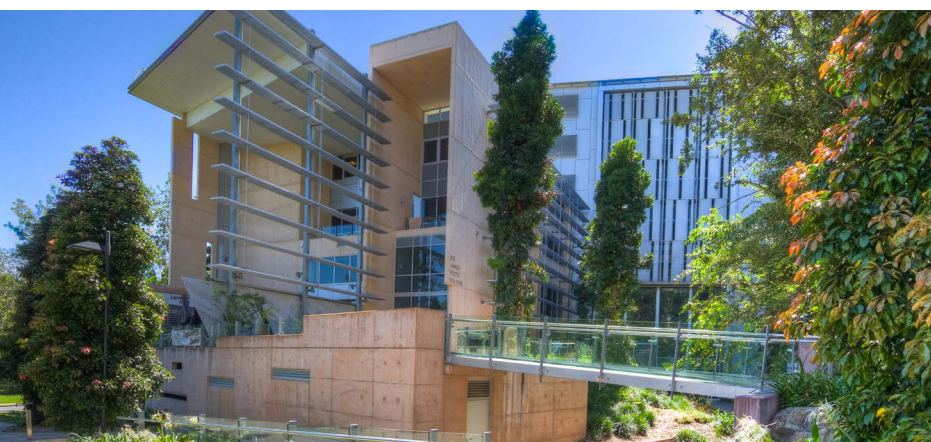
General information on the University is available through the University's website.

Other documents which you may wish to refer to include:

- Annual Report
- Governance and organisational structure
- Key statistics
- Organisational chart
- Research at UQ
- UQ Strategic Plan 2026–2029
- Global Partnerships
- Reconciliation at UQ
- Indigenous Employment Strategy

Other useful links

- Brisbane City Council
- City of Gold Coast
- Moving to Queensland
- Australian Taxation Office





THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

For more information

Talent Acquisition Team

talent@uq.edu.au

careers.uq.edu.au