



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of

Director, Australian Centre for Water and Environmental Biotechnology



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Faculty of Engineering, Architecture and Information Technology

The Faculty of Engineering, Architecture and Information Technology at The University of Queensland (UQ) has long, proud traditions of innovation and leadership across student education and research.

In just over a century, more than 33,000 Faculty graduates have gone on to use their UQ education to have significant impact on our state, our nation and across the world. We believe that lifelong success is fostered at UQ through great education – inspiring students to think differently, ask the difficult questions, be a positive disruptive influence, and fulfil every ounce of their potential.

Our research provides a rich and diverse flow of breakthrough technologies that are helping to improve communities around the world. From novel hydrogen storage and next generation polymers to biomedical engineering and mining safety, our research outcomes are solving problems for local and international communities, and our industry partners. Creative problem solving – through great science, engineering and design – means faculties like ours have an increasingly vital role to play in the world's future.

More information can be found via the Faculty's [website](#).



Australian Centre for Water and Environmental Biotechnology

The Australian Centre for Water and Environmental Biotechnology (ACWEB) is an internationally recognised centre of excellence in innovative water technology and management. The Centre has an outstanding worldwide reputation in urban water management and related fields, and an award winning multidisciplinary team delivers practical technological solutions underpinned by fundamental scientific discoveries.

The Centre has six interlinked programs namely, next generation urban water technologies, integrated urban water management, sewer corrosion and odour management, nexus of urban water, health and environment, resource efficient agri-industry and environmental biotechnology.

Collaborative linkages with industry are strong and solutions developed by the Centre have yielded quantifiable benefits in the order of hundreds of millions of dollars to the Australian water industry and other sectors. At the same time, ACWEB has an outstanding academic publication record, publishing on average more than 100 papers a year in high quality journals including the most prestigious multidisciplinary journals including Nature and Science, and top discipline journals such as Water Research and Environmental Science and Technologies.

The Centre has well-established process, microbiology and analytical labs. The direct collaboration with industry partners has also led to the creation of several field facilities including the Innovation Centre at Queensland Urban Utilities' Luggage Point Sewage Treatment Plant, supporting technology demonstration at larger scales and under practical conditions.

Our people are our greatest asset. We offer collaborative, inclusive work and study places, which are enriched by the significant diversity of our staff, students and community. We genuinely believe that creativity and innovation flourishes in an environment where people feel supported, valued and empowered. Mutual respect, inclusivity and accountability are at the cornerstone of UQ's culture.

The Centre is committed to supporting the career growth of women researchers and have a number of initiatives to support women in developing and achieving a fulfilling research career at the Centre.

More information can be found via the Centre's [website](#).



Role of the Director

About this opportunity

The Centre Director provides leadership and growth to the Centre and engages with external organisations on behalf of the Centre, Faculty, and University. This involves the following general responsibilities:

- Governance of the Centre and the development and implementation of its strategic direction aligned with the Faculty and University.
- Guidance and development of the Centre's research programs.
- Guidance and development of staff and the management of staff-related issues.
- Management of finances and infrastructure through effective planning, revenue generation, budgeting and expenditure control.
- Leadership of the Centre in developing partnerships and support with industry, other academic institutions, and alumni.

Duties

Leadership

- Provide leadership to enhance the profile of the Centre within and outside UQ.
- Encourage the pursuit of excellence in all aspects of student education and research.
- Work with colleagues and postgraduates to build a vibrant research culture.
- Promote collaboration with other schools or centres where appropriate.
- Maintain the highest personal academic and/or industry standing, including the individual pursuit of disciplinary excellence.
- Represent the interests and needs of the University to the Centre and to the external community.
- Represent the interests and needs of the Centre in the Faculty and University through membership of the Faculty Leadership Advisory Group, the Academic Board, and other University groups and committees.
- Develop and foster the Centre's relations with the profession, industry, government departments and the wider community.

Centre Governance

- Provide inspiring leadership for the Centre.
- Establish and maintain a suitable governance structure for the Centre including organisation and committee structures.
- Consult with relevant committees and staff.
- Develop and maintain the strategic and academic planning functions including the setting of goals and targets in the context of University and Faculty Strategic and Operational Plans.



- Develop and maintain quality assurance processes, particularly in relation to research and the supervision of students.
- Promulgate and implement University policies.
- Provide information to relevant University authorities.

Staff Guidance and Management

- Manage staff, including the recruitment and selection of staff, staff Annual Performance Development process for relevant staff, performance management issues and staff and student grievances.
- Comply with the University Enterprise Agreement and policies.
- Be visible in support of staff development.
- Establish mechanisms to ensure that equity and workplace health and safety policies are observed.

Financial and Infrastructure Management

- Manage finances including budgeting and planning for equipment and other infrastructure expenditure, and monitoring expenditure against allocations.
- Pursue opportunities to increase revenue, especially by attracting full fee-paying students, developing links and partnerships with business and industry and commercialising the results of research and intellectual property.
- Manage and maintain school or centre space and infrastructure resources.
- Establish and maintain mechanisms to protect and exploit intellectual property.

External Relations

- Maintain and enhance effective links with external constituents and stakeholders including (but not limited to) alumni, industry, relevant professionals, government departments and authorities that will advance the Centre in terms of the University's wider commitment to learning, discovery and engagement.
- Work with the Executive Dean, the Vice-Chancellor's office and Faculty Advancement team to leverage and maximise advancement opportunities for the Centre and wider Faculty.
- Engage with business, commerce and industry organisations relevant to the Centre's research and develop research partnerships.
- Set up and maintain productive links with international educational and research institutions.
- Maintain and enhance links with employers of graduates.



Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- The University's [Code of Conduct](#).
- Requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University, Faculty, Institute or School.
- The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University [sustainability responsibilities and procedures](#).
- Requirements of the *Education Services for Overseas Students Act 2000*, the *National Code 2007* and associated legislation, and related [responsibilities and procedures](#) developed by the University.

Organisational relationships

The position reports to the Executive Dean in the Faculty of Engineering, Architecture and Information Technology.



About you

- Relevant postgraduate qualification (PhD highly regarded) in a discipline complementary to the Centre's activities, as well as recognition both nationally and international as an authority in this space.
- An established reputation for critical thinking and leadership in relation to relevant sector with the ability to develop strategies for growing academic quality. This includes engaging with others to promote an entrepreneurial, creative, action-oriented culture, generate and manage resources.
- Discipline leadership of the highest integrity in a complex and diverse institution.
- Successful performance in a leadership role, including the ability to set direction, ensure delivery against agreed priorities, think strategically, manage a budget, work collaboratively as a member of a leadership team, effectively manage people, budgets and resources and act as a positive role model.
- Highly developed interpersonal and people management skills and a track record of leading, motivating and successfully managing multidisciplinary teams, including demonstrated ability to promote the Centre at a University and wider community level, including with industry, government and professional bodies, strength in influencing, negotiation and decision-making with capacity to work collegially and successfully lead an academic unit at tertiary level.
- Sound appreciation of relevant legislation underpinning University priorities, policies and procedures including equal opportunity and occupational health, safety and welfare.
- Well-developed professional networks relevant to the role, and a demonstrated capacity to effectively promote the work of the Centre with the ability to build substantive partnerships with industry, and to secure funding for short, medium, and longer term projects and activities.
- Experience in complex program and project delivery governance and a level of awareness of how project management is applied in a research and consultancy setting.



Conditions of employment

Employment type

This is a full-time, fixed-term position for five years, with a potential further term by mutual agreement.

This appointment can be made as either a Professor (Academic Level E) or Industry Professor (HEW10).

Salary and relocation

A competitive remuneration package will be negotiated with the successful applicant.

Relocating from interstate or overseas? We'll support you with the visa sponsorship process and a relocation support package.

Qualification verification

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

Background check

All final applicants for this position may be asked to consent to a criminal record check. Please note that people with criminal records are not automatically barred from applying for this position. Each application will be considered on its merits.

How to apply

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

- Resume
- Cover letter providing a highlight of your experience and key achievements
- A brief vision statement relating to the purpose and/or expectations of the role

To satisfy prerequisite questions and ensure your application can be considered in full, all candidates must apply via the [UQ Careers](#) portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.



The University of Queensland

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

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (35), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (33), QS World University Rankings (43), Academic Ranking of World Universities (47), and Times Higher Education World University Rankings (53).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, 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 3 beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. 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 311,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,000 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 3 Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia; a member of the Association of Pacific Rim Universities (APRU); and one of only 3 Australian charter members of the prestigious edX consortium, the world's leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 7,410 academic and professional staff (full-time equivalent) and has a \$1.877 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

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.

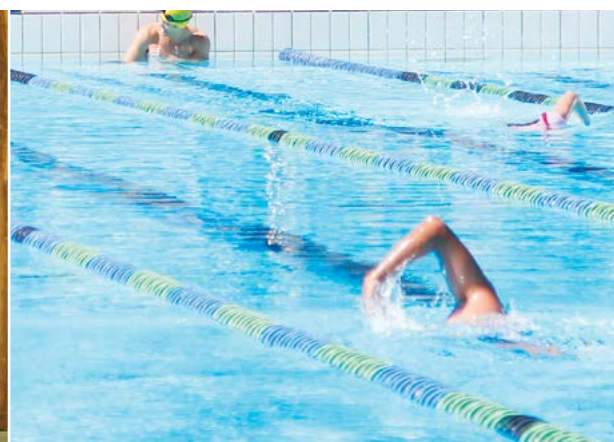
Courage

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



Leadership capability expectations

The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ's strategic direction, and mission, vision and values.

Achieves results and drives accountability

Leaders ensure engagement and performance, and motivate and empower others to achieve results.

Communicates and collaborates with influence

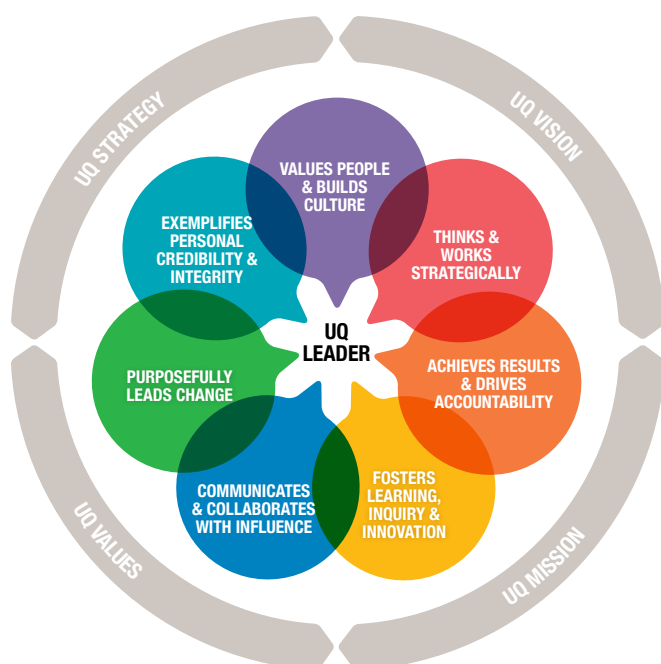
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

Exemplifies personal credibility and integrity

Leaders strive for personal achievement and are visibly proactive and ethical in their dealings with others.

Fosters learning, inquiry and innovation

Leaders nurture an environment that allows for multiple perspectives, challenge assumptions, and model openness to new ideas.



Purposefully leads change

Leaders initiate and lead change and improvement agendas, modelling behaviour that embraces innovation and change.

Thinks and works strategically

Leaders create and communicate a clear direction for the future, aligned with UQ's vision.

Values people and builds culture

Leaders create a positive, constructive workplace where people feel connected and valued.



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.

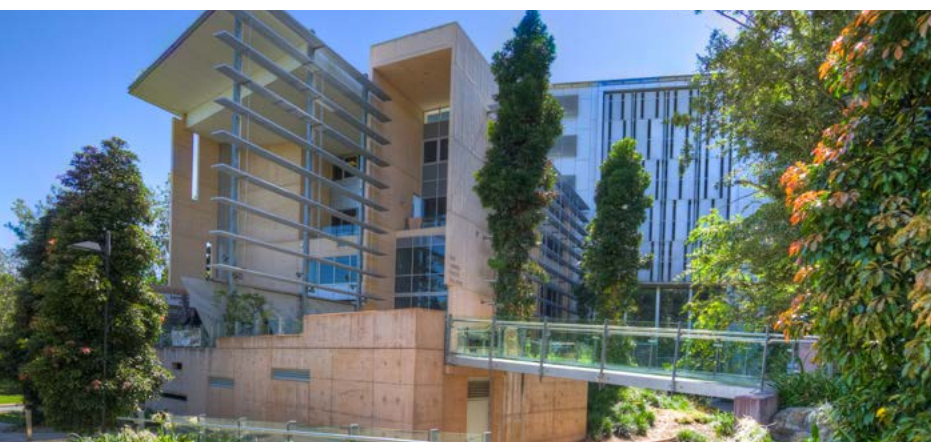


Further information

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

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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