



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of

FaBA Future Academic Leader in Precision Fermentation



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About the Food and Beverage Accelerator (FaBA)

The University of Queensland's Food and Beverage Accelerator (FaBA) is a \$160 million initiative aimed at boosting growth and innovation in the food and beverage manufacturing sector, with a goal of doubling the value of Australia's food and beverage manufacturing sector by 2030.

The initiative is funded by a \$50 million Trailblazer grant from the Australian Government and \$110 million from industry and innovation partners, including QUT and UniSQ, and will provide manufacturers access to research teams, pilot facilities, and state-of-the-art equipment. Investment will be distributed across Queensland, including in Toowoomba, Mackay, Cairns, and Brisbane.



Role of the FaBA Future Academic Leader in Precision Fermentation

About this opportunity

This is an exciting opportunity for a Research Fellow/Senior Research Fellow to join the Australian Institute for Bioengineering and Nanotechnology (AIBN) and the School of Agriculture and Food Sustainability (AGFS).

We are seeking a driven, creative, and inventive future Leader to join our team in the Innovative Ingredients program to establish the field of precision fermentation. We are looking for someone with a passion for discovery and breakthrough thinking. This individual will be responsible for championing systems and synthetic biology, precision fermentation and development through scale-up bioprocesses, that ultimately drive this new field in Australia. We're not just looking for a savvy scientist with a passion for synthetic biology for food, we're seeking a candidate with diverse backgrounds who wants to orchestrate the creative process of innovative food ingredient development in a way that drives research at UQ and enhances the field in Australia.

Duties

Key responsibilities will include:

Research

Level B

- Develop an independent and/or team research program to achieve national recognition and impact in the research area.
- Produces quality research outputs consistent with discipline norms by publishing or exhibiting in national research journals, other appropriate refereed publications and conference publications, with a lead role in some outputs.
- Participate in or contribute as chief investigator role (often in conjunction with more experienced researchers) in applications for competitive research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.
- Work with colleagues in the development of joint research projects and applications for competitive research funding support.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Review and draw upon best practice research methodologies.

Level C

- Make a strong and sustained contribution to the University in achieving its strategic objectives and fulfilling its operational responsibilities.
- Undertake high-quality research of national and international standing, secure external competitive and other funding, publish research findings and successfully supervise research higher degree students to completion.



- Provide academic leadership, particularly in fostering outstanding research across the Food and Beverage Accelerator (FaBA)
- Contribute to the development and maintenance of productive and effective links inside the University and locally and nationally with the discipline, relevant interdisciplinary domains, profession, industry and/or wider community.
- Work with the other FaBA programs in the development of joint research projects and applications for competitive research funding support.
- Contribute to progressing towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ intellectual property.
- Develop a coherent research program and an emerging research profile in synthetic biology and precision fermentation.
- Review and draw upon best practice research methodologies.

Supervision and researcher development

Level B

- Demonstrate a track record of the effective supervision of Honours and Higher Degree by Research students.
- Demonstrates personal effectiveness in supervision and management and development of researcher capability and skill.
- Facilitate engagement opportunities for Higher Degree by Research supervisees
- Effective 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.

Level C

- Contribute to the effective supervision of Higher Degree by Research students (as appropriate).
- Demonstrates personal effectiveness in supervision and the management of researcher development.
- Effective lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.
- As appropriate, manage research support staff effectively throughout the employee lifecycle in accordance with University policy and procedures.
- Working to promptly resolve conflict and grievances when they arise in accordance with University policy and procedures.



Citizenship and service

Level B

- Demonstrate behaviours that align to the UQ values.
- Shows leadership of self and others through mentoring, collaboration and active participation in priority activities for the unit
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Effectively and efficiently manage internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Actively pursue and develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.

Level C

- Demonstrate citizenship behaviours that align to the UQ values.
- Shows leadership of self through collaboration and active participation in priority activities for the unit
- Provide support to other academic positions and unit operations as needed during other team members absences.
- Contribute to internal service roles and administrative processes as required, including participation in decision-making and service on relevant committees.
- Collaborate in service activities external to the immediate organisation unit.
- Begin to develop external links and partnerships by cultivating relationships with industry, government departments, professional bodies and the wider community.

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 Professor Mark Turner – Professor and Academic Senior Group/Unit Leader/Supervisor.



About you

Level B

- Completion of a PhD in Bioengineering, (Bio)Chemical Engineering, Metabolic Engineering, Systems and Synthetic Biology or Molecular Food Microbiology.
- A growing profile in research in the field of precision fermentation, synthetic biology, genetic engineering, or related field, and experience in bioprocessing.
- A developing reputation and track record of publications in reputed refereed journals and presenting at conferences, and the development of partnerships with research end users or external collaborators.
- Evidence of successfully seeking, obtaining and managing external research funding.
- A growing record of supervision of Honours and Research Higher Degree students to successful completion.
- Experience in meaningful internal service roles in conjunction with active contributions to external activities.
- An excellent communicator of research to a variety of audiences.

Level C

- PhD in Bioengineering, (Bio)Chemical Engineering, Metabolic Engineering, Systems and Synthetic Biology or Molecular Food Microbiology.
- National recognition, with a developing international profile, in research in the field of precision fermentation, synthetic biology and experience in bioprocessing, evidence for which can include: an established record of publications in reputed refereed journal and conference presentations; a contribution to the transfer of knowledge, technology and practices to research end users, and the development of partnerships with research end users or external collaborators.
- Evidence of contributing to and often leading successful applications for external research funding.
- An established record of effective supervision of Honours and Higher Degree by Research students to successful completion, evidence for which can include: supervisory role contributing to successful completion of Honours or RHD students; developing supervisee capabilities and skills, leading others in the responsible conduct of research, and facilitating engagement opportunities for supervisees.
- Demonstrated achievement and initiative in internal service roles in conjunction with an established record in external activities.
- An excellent communicator of research to a variety of audiences.



Conditions of employment

Employment type

This is a full-time (100% FTE) fixed-term position for 3.5 years at an Academic Level B or for 3 years at an Academic Level C, commensurate with relevant skills and qualifications.

Salary and benefits

The full-time equivalent base salary at **Level B** will be in the range of \$104,579 – \$124,187 plus super of up to 17%. The total FTE package will be in the range of \$122,358 – \$145,299.

The full-time equivalent base salary at **Level C** will be in the range of \$128,109 – \$147,717 plus super of up to 17%. The total FTE package will be in the range of \$149,888 – \$172,830.

For further information about UQ's benefits, please visit [Why Work at UQ](#) and review [The University of Queensland's Enterprise Bargaining Agreement 2018-2021](#).

Sponsorship

Visa sponsorship may be available for this appointment.

How to apply

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

- An outline of your research program plan.
- Resume.
- Cover letter addressing the 'About You' section and identifying how your research experience and future plans complements and supplements the research of staff in FaBA and/or the broader university, including details of possible collaborations.
- The contact details of at least two (2) referees who will be able to write recommendation letters. You will be notified before references are conducted.

Please note that you will be asked to add all documents into the one upload box labelled 'resume', which is step one of the application form.



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 (51), and Times Higher Education World University Rankings (70).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy 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

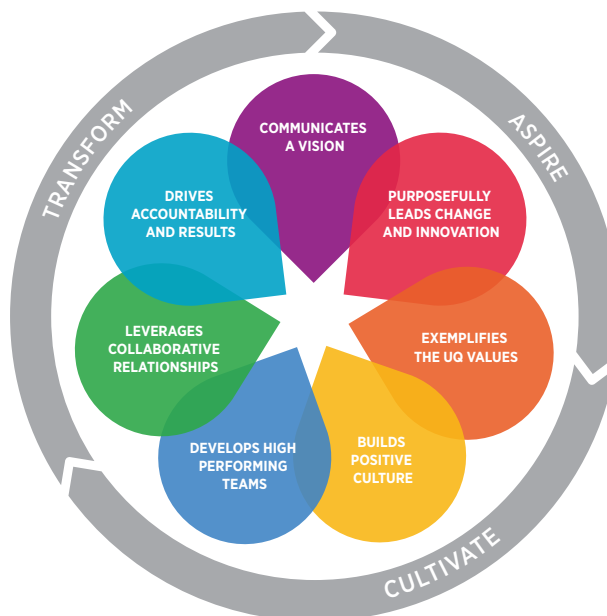


UQ Leadership Framework

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.

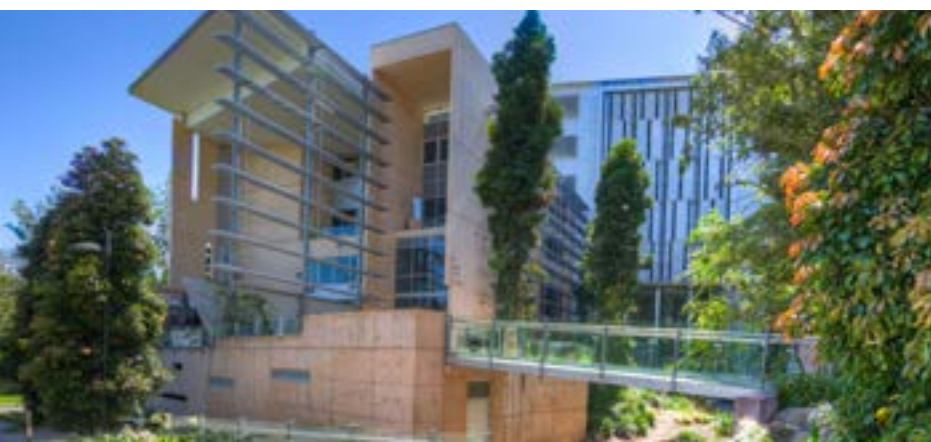


Further information

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

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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