



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of

Professor and Head, School of Nursing, Midwifery and Social Work



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Faculty of Health and Behavioural Sciences

The Faculty of Health and Behavioural Sciences is a world-class faculty that has a coherent focus on health, well-being and behaviour change, underpinned by a strong commitment to interprofessional education and interdisciplinary research.

The Faculty presently consists of six schools and six research centres:

- School of Dentistry
- School of Health and Rehabilitation Sciences
- School of Human Movement and Nutrition Sciences
- School of Nursing, Midwifery and Social Work
- School of Pharmacy
- School of Psychology
- National Centre for Youth Substance Use Research (NCYSUR)
- RECOVER Injury Research Centre
- Queensland Alliance for Environmental Health Sciences (QAEHS)
- Centre for the Business and Economics of Health (CBEH)
- Poche Centre for Indigenous Health
- Southern Queensland Rural Health (SQRH)

More information about the Faculty is available at: habs.uq.edu.au



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 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 Shanghai Global rankings by academic subjects, nursing at The University of Queensland (UQ) was ranked 9th in the World. 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 (nursing and 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 at nmsw.uq.edu.au.



Role of the Professor and Head, School of Nursing, Midwifery and Social Work

About this opportunity

The Head of the School of Nursing, Midwifery and Social Work 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 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 School of Nursing, Midwifery and Social Work 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.

As a Professor of the University the appointee will be expected to display a high level of leadership in their teaching, research, service and engagement, and be recognised internationally for their scholarly contribution and, where relevant, for its impact on policy or practice to a level consistent with appointment as a Level E academic of the University.

See: <http://ppl.app.uq.edu.au/content/5.70.17-criteria-academic-performance>



Duties and responsibilities

Duties and responsibilities include, but are not limited to:

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

Organisational relationships

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



About you

We are seeking an exceptional academic scholar leader in the field of nursing, midwifery, social work or counselling to lead the School of Nursing, Midwifery and Social Work through the next phase of its development. The School is comprehensive and world-class, and aligns the prevention, remedy and management of human illness with a profound understanding of the social factors which influence quality of life and the success of healthcare strategies, in Australia and overseas. It has strong links to other schools and research centres within and beyond The University of Queensland.

Selection criteria

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the 'Role and Responsibilities' described above, the ideal applicant will be someone who can demonstrate the following:

Essential

- PhD or equivalent in nursing, midwifery, social work or counselling or a closely related field
- An outstanding record of research and scholarly activity relevant to nursing, midwifery, social work or counselling including:
 - recognition as a leading international authority
 - a substantial publication record in quality outlets
 - a strong track record of securing external research funding as a chief investigator
 - a strong track record of building research capacity and research training
- Highly developed leadership, interpersonal, communication and people and change management skills and a track record in leading, motivating and successfully managing a team in a collegiate environment
- Capability to manage the successful integration of groups and individuals from diverse professional backgrounds into a cohesive unit
- Outstanding strategic skills including the ability to develop, articulate and sustain a shared vision and to implement it to achieve real outcomes
- A demonstrable commitment to quality education and a strong track record in University-based teaching and learning at both undergraduate and postgraduate levels
- Demonstrable commitment to inter-professional education and interdisciplinary research
- Strength in influencing and negotiation including the ability to develop and maintain effective relationships with key internal and external partners and stakeholders including industry, government and professional bodies. Possesses a sophisticated understanding of what relationships are important within and to the School and its stakeholders and how to leverage them into an enduring competitive advantage
- Embodies the University's values of creativity, excellence, truth, integrity, courage and respect and inclusivity



- Management expertise including a cross disciplinary understanding of research, teaching and student experience, finances, operations, human resources, marketing and engagement with local, national and international partners and collaborators
- 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
- Sound appreciation of relevant legislation underpinning University priorities, policies and procedures including equal opportunity and occupational health, safety and welfare

Desirable

- Skills and experience in creating a strong international profile for a school, centre, unit or team within and across the organisation
- In-depth knowledge of the global context for nursing, midwifery, social work or counselling
- Knowledge and experience in dealing with clinical placements and accreditation issues of relevance to programs offered within the School
- Successful experience in securing philanthropy and engaging with alumni

Qualification verification

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



What we can offer

A full-time continuing appointment will be offered to the successful applicant as a Professor (Academic Level E) along with a five year fixed-term appointment as Head of School, with a possible continuation by mutual agreement of the headship appointment for a further term. A competitive remuneration package will be negotiated with the successful applicant.

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](#).

How to apply

All applicants must supply the following documents:

- Cover letter
- Full Curriculum Vitae
- Responses to the 'About You' section, as listed in the Appointment Booklet
- A vision statement relating to the experience and achievements of the applicant relating to the purposes and expectations of the role, as listed in the Appointment Booklet

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.



Our commitment to workplace diversity and inclusion

Strategies, plans and governance

UQ 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 identify and address 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](#)
- [work and caring responsibilities](#)

Improving gender equity

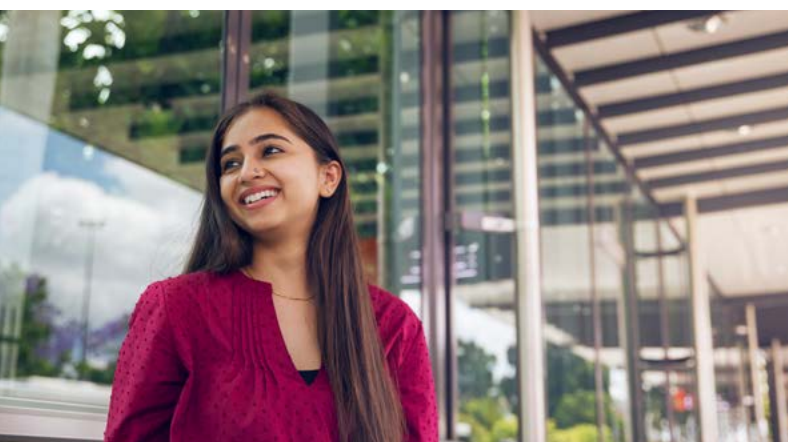
UQ is proud to be a Bronze Institutional Award level recipient in the from SAGE Athena Swan Program and a Silver Award for the AWEI. We remain committed to improving gender equity in the workplace, demonstrated by:

- [Workplace Gender Equality Agency \(WGEA\)](#)
- [SAGE Pilot of Athena SWAN](#)
- [The University of Queensland Strategic Plan](#)
- [UQ's diversity and inclusion policies and procedures](#)
- [UQ Ally Network](#)

Our initiatives include:

- increasing the proportion of women in senior positions.
- increasing support of career progression of women in research.
- providing equal remuneration for women and men for work of equal or comparable value.
- removing barriers that prevent women from participating equally in the workplace.
- providing more access to resources for women to achieve leadership roles.
- eliminating assumptions of caring responsibilities of men and women.
- changing workplace culture to embrace gender equality as a normative practice.
- assisting in making [transition from parental leave to return to work](#) as smooth as possible.

Listen to inspiring interviews from women who have found success in academic and professional roles at UQ featured in our [Women Finding Success Podcast](#).



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 (32), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (38), QS World University Rankings (50), 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 more than 170 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.

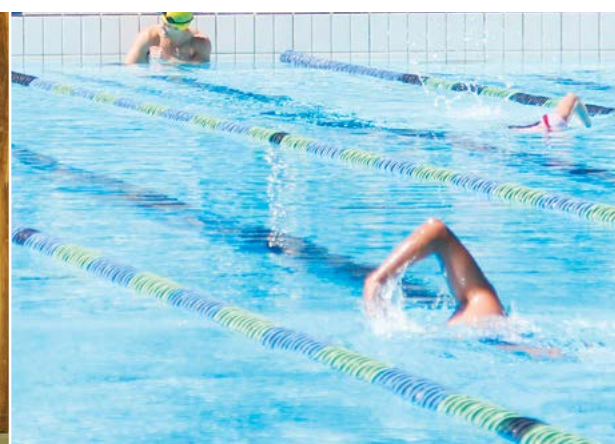
Courage

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

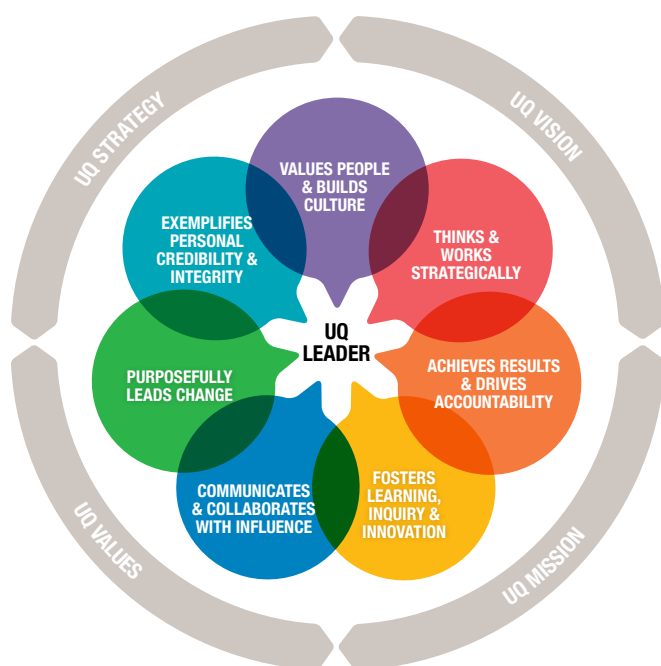
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

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 its many famous attractions. Australia's third largest city and fastest-growing capital with a population of more than 2.2 million, it offers a safe, friendly, multicultural environment. The inner city is characterised by the Brisbane River, parklands, convention facilities, museums, art galleries, a casino, malls, shopping districts and a host of cosmopolitan restaurants and cafes.

Brisbane offers a range of lifestyle benefits including climate, culture, family fun and sport. Residents and visitors can combine art and outdoor adventure in Brisbane, where South Bank's cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs and bike ride through the City Botanic Gardens. Go for a day trip to Moreton Island, Noosa, the Sunshine Coast or the Gold Coast with just a short drive to each beautiful destination. National Parks, rainforests and attractions such as Australia Zoo, Dreamworld and other theme parks are also a short drive away.

The perfect place to raise a family, Brisbane is one of the safest cities in Australia and boasts a wide range of cultural attractions, numerous theatres, art galleries and a world-class museum; the city is dubbed a food and drink lover's paradise. Brisbane is one of Australia's most liveable and affordable capital cities. Brisbane enjoys a subtropical climate providing sunny days almost all year round, with enough rainfall to keep the city and suburbs cool and green.

Just an hour south of Brisbane's CBD is the Gold Coast, where the high-rises are built around superb beaches like Surfers Paradise with lively nightlife, international theme parks and designer boutiques. 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, Moreton and Fraser Islands are also world-famous attractions that are close to Brisbane, and offer 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 or non-denominational, single-sex or 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 three major internationally recognised universities on offer. Each Brisbane university offers a high-quality learning environment with access to some of Australia's finest institutions 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 healthcare 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.

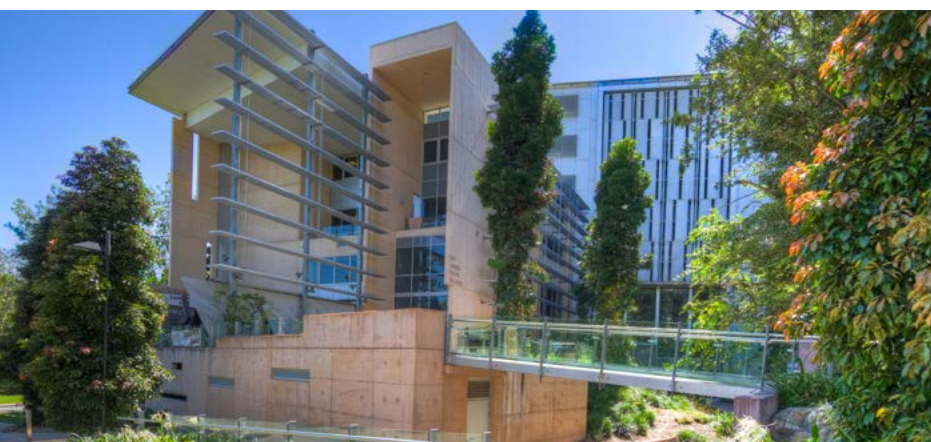


Further information

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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