



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of Two Associate Professors

SCHOOL OF PUBLIC HEALTH



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Acknowledgement of Country

The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which UQ operates. We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country. We recognise their valuable contributions to Australian and global society.

School of Public Health

The University of Queensland was, in 1936, the first university in the English-speaking world to establish a Department of Social Medicine. This evolved in the 1950's to the Department of Preventative and Social Medicine and the School of Public Health was formally established in 2001. The School has recently been ranked as the top Public Health school in Australasia in the US News Global university rankings.

Our mission: Working together to improve the health and wellbeing of populations in a changing and inequitable world.

Further information is available at public-health.uq.edu.au

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is [available online](#).



Role of the Associate Professor – Public Health Services (R-23052)

About this opportunity

This is an exciting opportunity for an Associate Professor to join a leading School of Public Health. We are looking for an academic with strong grounding in public health, and optimally a medical or allied health qualification or health services experience to give leadership to our teaching into UQ's MD Program and engagement with the public health services community. The successful candidate will have an established track record of excellence and impact in teaching, research, engagement and service. They will have the ability to lead self and others in curriculum development, teaching and coordination of public health teaching, particularly into UQ's MD Program. The incumbent will have an internationally recognised research program with sustained funding (aligned with one of the areas of the school's research strengths), a history of successful Higher Degree by Research supervision, and demonstrated outcomes in school-based and external service roles.

Duties

Duties and responsibilities include, but are not limited to:

Teaching

- Lead the school's MD teaching team, overseeing and contributing to the delivery of public health teaching into the MD.
- Balanced with the MD teaching load, there is the potential to coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for public health undergraduate and postgraduate courses.
- Lead the development or coordination of teaching to ensure courses are engaging, relevant and contemporary.
- Teach across different settings and lead innovative curriculum design including online learning and alternative teaching methods and resources.
- Maintain and improve quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Provide high quality service to students, including academic counselling and advice.
- Understand and apply university rules relevant to teaching and learning practice.

Research

- Have an established record of producing high quality research outputs consistent with discipline norms as lead contributor, by publishing in national and international research journals, other appropriate refereed publications, and conference publications.
- Have an established record of leading successful applications for significant research funding.
- Lead collaborative research that impacts policy and/or practice and meaningfully engages with external partners.



Supervision and Researcher Development

- Act as Principal Supervisor to Higher Degree by Research, Masters and Honours research students, with an established record of successful student completions.
- Demonstrate effectiveness in supervision, and management and development of researcher skills.
- Demonstrate the responsible conduct of research.
- Facilitate engagement opportunities for supervisees.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures.

Citizenship and Service

- Consistently demonstrate and lead others in relation to the UQ values.
- Make a strong contribution to the governance of the organisational unit, including displaying leadership behaviours.
- Demonstrate an established track record of achievement through internal service roles.
- Demonstrate an established track record of collaboration and achievement in relation to external service activities.
- Demonstrate effective and mutually beneficial links and partnerships with industry, government departments, professional bodies and the wider community via research, teaching and engagement activities.
- Undertake administrative processes as required.

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 School of Public Health, Head of School.



Role of the Associate Professor – Public Health Engagement (R-23029)

About this opportunity

This is an exciting opportunity for an Associate Professor to join a leading School of Public Health. We are looking for an academic with a strong grounding in public health and a track record of engagement and impact, with stakeholders in government, communities and/or non-government organisations. The successful candidate will have an established track record of excellence in teaching with the ability to lead self and others in curriculum development, teaching and coordination of public health undergraduate and postgraduate courses, both internally and online. The incumbent will also have an internationally recognised research program with sustained funding (aligned with one of the areas of the School's research strengths), a history of successful Higher Degree by Research supervision, and demonstrated outcomes in school-based and external service roles.

Duties and responsibilities include, but are not limited to:

Teaching

- Coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for public health undergraduate and postgraduate courses.
- Lead the development or coordination of teaching to ensure courses are engaging, relevant and contemporary.
- Teach across different settings and lead innovative curriculum design including online learning and alternative teaching methods and resources.
- Maintain and improve quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Provide high quality service to students, including academic counselling and advice.
- Understand and apply university rules relevant to teaching and learning practice.

Research

- Have an established record of producing high quality research outputs consistent with discipline norms as lead contributor, by publishing in national and international research journals, other appropriate refereed publications, and conference publications.
- Have an established record of leading successful applications for significant research funding.
- Lead collaborative research that impacts policy and/or practice and meaningfully engages with external partners.

Supervision and Researcher Development

- Act as Principal Supervisor to Higher Degree by Research, Masters and Honours research students, with an established record of successful student completions.
- Demonstrate effectiveness in supervision, and management and development of researcher skills.
- Demonstrate the responsible conduct of research.



- Facilitate engagement opportunities for supervisees.
- Manage staff effectively throughout the employee lifecycle in accordance with University policy and procedures.

Citizenship and Service

- Consistently demonstrate and lead others in relation to the UQ values.
- Make a strong contribution to the governance of the organisational unit, including displaying leadership behaviours .
- Demonstrate an established track record of achievement through internal service roles.
- Demonstrate an established track record of collaboration and achievement in relation to external service activities.
- Demonstrate effective and mutually beneficial partnerships with industry, government departments, professional bodies and the wider community via research, teaching and engagement activities.
- Undertake administrative processes as required.

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](#).
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Organisational relationships

The position reports to School of Public Health, Head of School.



About you

Associate Professor – Public Health Services

- Completion of a PhD in public health or a related discipline.
- An established record of public health course coordination and evidence of quality teaching at undergraduate and postgraduate levels, including teaching into medical programs.
- Evidence of research excellence as demonstrated by a national and international research profile, including leadership in successful research funding, and a significant record of publishing in leading academic journals.
- Demonstrated ability to develop mutually beneficial stakeholder relationships in relation to research, teaching and engagement with the public health services.
- Evidence of quality supervision of research students.
- Evidence of performing value-adding service roles in a university setting and/or the wider community.
- A medical or allied health qualification or significant health services experience is desirable.

Associate Professor – Public Health Engagement

- Completion of a PhD in public health or a related discipline.
- An established record of public health course coordination and evidence of quality teaching at undergraduate and postgraduate levels, including teaching into medical programs.
- Evidence of research excellence as demonstrated by a national and international research profile, including leadership in successful research funding, and a significant record of publishing in leading academic journals.
- Demonstrated ability to develop mutually beneficial stakeholder relationships in relation to research, teaching and community engagement activities.
- Evidence of quality supervision of research students.
- Evidence of performing value-adding service roles in a university setting and/or the wider community.



Conditions of employment

These are full-time, continuing (permanent) positions at Academic level D.

The full-time equivalent base salary will be in the range \$154,254 – \$169,941 plus super of up to 17%. The total FTE package will be in the range \$180,477 – \$198,831 per annum.

You will be able to take advantage of [UQ Sport Facilities](#), recreation leave loading (of 17.5%), salary sacrificing options, on-campus childcare, discounted private health insurance, affordable parking, [development programs](#) and many other benefits.

For further information please review [The University of Queensland's Enterprise Bargaining Agreement 2018–2021](#).

How to apply

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

- Cover letter (*please include which position/s you would like to be considered for*)
- Separate document addressing the 'About You' section
- Resume

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.

Additional information

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University's [Diversity and Inclusion webpage](#) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to recruitment@uq.edu.au.



The University of Queensland

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

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (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.



Working at UQ

UQ is a great place to work and is a culturally inclusive space for staff and students, where diversity is valued. The University of Queensland (UQ) acknowledges and respects Aboriginal and Torres Strait Islander peoples as First Australians. We value and celebrate the uniqueness of knowledges, cultures, histories and languages that have been created and shared for at least 65,000 years.

Our values guide our behaviour and provide the foundation of our culture. The [UQ Strategic Plan 2022-2025](#) articulates these values, what we strive for, how we work together, and our commitment to discovering and sharing truth.

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.



UQ is committed to Aboriginal and Torres Strait Islander peoples' learning, discovery and engagement. The University's Strategic Plan outlines strategies aimed at increasing opportunities for Aboriginal and Torres Strait Islander peoples, which are supported through the development of a Reconciliation Action Plan and Aboriginal and Torres Strait Islander Employment Strategy. Here in Australia, we especially want to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities.

At a national level, in partnership with Aboriginal and Torres Strait Islander communities, we will embed reconciliation across the University's operations to achieve and implement a 'Stretch' Reconciliation Action Plan (RAP) by 2025.

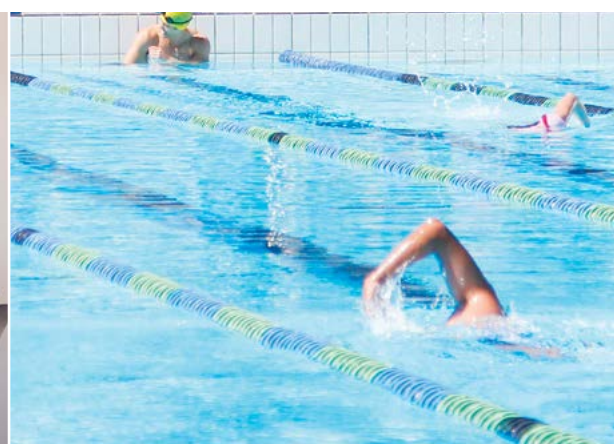
The Aboriginal and Torres Strait Islander research and innovation strategy will support Indigenous researchers and empower research excellence that benefits Aboriginal and Torres Strait Islander peoples, communities and organisations. We aspire to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities—especially through truth telling and building greater cultural understanding.

UQ provides staff with a beautiful working location and welcoming campus culture. Working at UQ will provide you with a range of benefits including:

- flexible working culture, with access to a range of flexible working arrangements;
- cultural leave for Aboriginal and Torres Strait Islander staff;
- access to services on campus, including childcare centres;
- health and wellbeing initiatives; and
- opportunities to connect with staff networks, such as the Aboriginal and Torres Strait Islander Staff Network and the UQ Ally Network.

The University of Queensland believes in maintaining a safe work environment for all, which is why we are introducing a COVID-19 vaccination requirement that all staff be fully vaccinated, subject to limited exemptions.

More information about life at UQ including staff benefits, relocation and UQ campuses is available at: staff.uq.edu.au/information-and-services/human-resources



Cultural support at UQ

Workplace Diversity and Inclusion provides information and support to staff and prospective staff and drives strategies and initiatives to create a safe, welcoming and inclusive space for staff at UQ that values the strength of diversity. The Indigenous Employment Team is responsible for the development and implementation of the [Aboriginal and Torres Strait Islander Employment Strategy 2019–2022](#) which aims to support Aboriginal and Torres Strait Islander people and staff through three main objectives:

Grow

Position UQ as an employer of choice for Aboriginal and Torres Strait Islander peoples in all levels and areas of the University.

Develop

Provide access to career development opportunities for Aboriginal and Torres Strait Islander staff.

Respect

Develop a workplace that values the contribution and positive difference that Aboriginal and Torres Strait Islander staff provide.

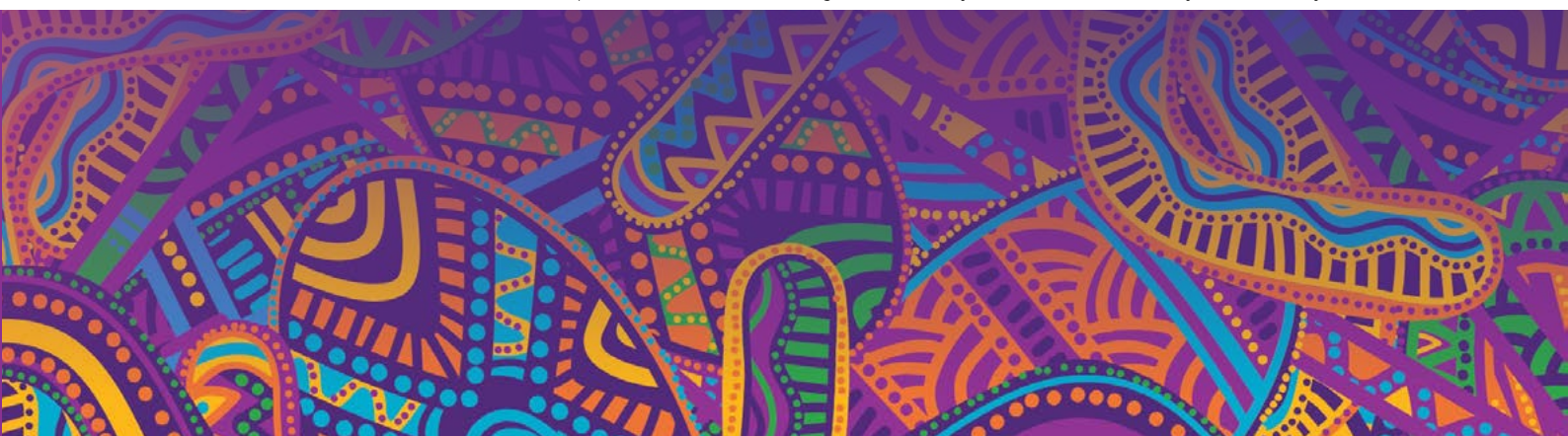
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

The [Pro-Vice-Chancellor \(Indigenous Engagement\)](#) is responsible for leading the implementation of UQ's first [Reconciliation Action Plan](#) and strengthening leadership within the University in relation to Indigenous Engagement, as well as building links with the community. The [Aboriginal and Torres Strait Islander Studies \(ATSIS\) Unit](#) strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ's learning, discovery and engagement activities and supports students from pre-enrolment through to graduation.

UQ's [Aboriginal and Torres Strait Islander Staff Network](#) provides a regular opportunity to get together, share stories, make connections and yarn about how UQ can keep developing as an employer of choice for Aboriginal and Torres Strait Islander peoples. There is also a network newsletter that promotes UQ jobs, training and development opportunities and useful tips, and enables us to share achievements from our community.

More information on Aboriginal and Torres Strait Islander Staff support can be found on our current [staff website](#).

Brisbane River pattern from A Guidance Through Time created by Quandamooka artists, Casey Coolwell and Kyra Mancktelow

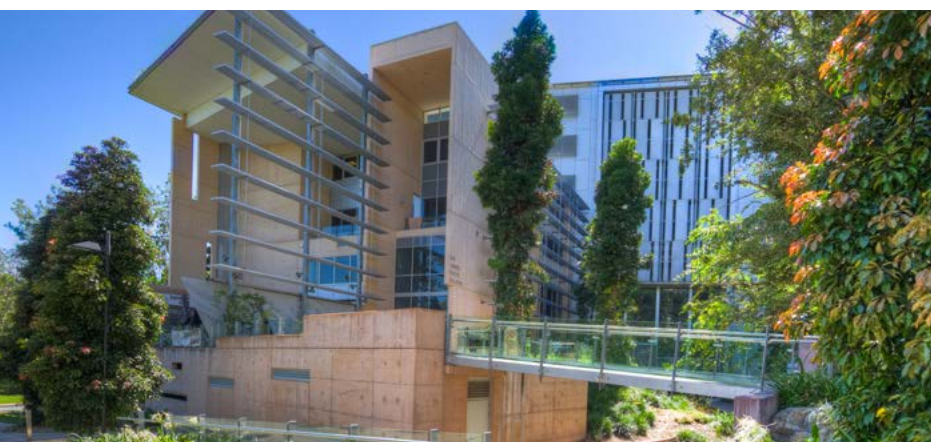


Further information

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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