

POSITION DESCRIPTION

Position Title:	Associate Professor (Educational Leadership)
Organisation Unit:	School of Education
Position Number:	
Type of Employment:	Full-time, continuing
Classification:	Teaching and Research Academic Level D

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver **knowledge leadership for a better world**.

UQ ranks in the world's top universities, as measured by several key independent ranking, including the CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (42), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (69). Excluding the award component, UQ is now ranked 45th in the world in the ARWU, and is one of the only two Australian universities to be included in the global top 50.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland's highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia's Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 52,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 15,400 international students from 135 countries, adding to its proud 250,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a \$1.75 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of \$11billion+ (see <http://uniquet.com.au/our-track-record>).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Organisational Environment

The Faculty of Humanities and Social Sciences (HASS) is a large, multi-disciplinary Faculty with a broad academic profile, substantial research achievements and a commitment to public engagement. The Faculty is based at the St Lucia campus in the iconic Forgan Smith building, at the heart of the University - The Great Court.

HASS has entered an era of regenerative leadership. Executive Dean Professor Heather Zwicker joined UQ in spring 2018, and brings a fresh vision of interdisciplinary collaboration, public accountability and commitment to the student experience. Many Heads of School are also new to their roles and eager to ensure that HASS continues to be a powerhouse for disciplinary and interdisciplinary research across our Schools, Institutes and Centres, as well as boasting exciting, responsive teaching in a broad range of programs.

The Faculty comprises seven Schools (Communication & Arts; Education; Historical & Philosophical Inquiry; Languages & Cultures; Music; Political Science & International Studies; Social Science), two research Institutes (Institute for Social Science Research; Institute for Advanced Studies in the Humanities), two museums (Anthropology Museum and the RD Milns Antiquities Museum), a Centre for Policy Futures, and several school-based research centres. It also plays host to the Institute for Modern Languages and the Confucius Institute.

HASS has a strong identity and long tradition of innovation and leadership, offering a broad range of programs - including one of UQ's largest, the Bachelor of Arts.

The complementary nature of our disciplines attract a diverse cohort of international and domestic students, with 640 research higher degree students, approximately 1,600 students in postgraduate coursework degrees and close to 7,000 undergraduates.

The Faculty of Humanities and Social Sciences produces nationally and internationally regarded research across its many and varied disciplines. In addition to strong performance with external funding, UQ researchers in humanities and social sciences have won prizes, gained reputations for research excellence, performed exceptionally in the Excellence for Research in Australia (ERA) exercise and in global university rankings, among many other measures.

Our strong performance reflects the quality of world-changing work our researchers are undertaking, with their breakthrough discoveries having a positive impact on society and changing the lives of others around the globe. Visit our [Research Impact website](#) for some of these stories.

HASS proudly claims a large number of Fellows in national disciplinary bodies, including the prestigious Australian Academy of the Humanities, and the Academy of the Social Sciences in Australia.

More information about the Faculty can be accessed at <http://www.hass.uq.edu.au/>

The **School of Education** is consistently ranked as one of Australia's leading research and teaching institutions in the field of education. It has been ranked as above world standard in the most recent ERA, and received the ranking of "high" in all three categories in its Engagement and Impact Assessment for 2018-2019 (See <https://dataportal.arc.gov.au/EI/NationalReport/2018/pages/section4/index.html?for=13-education>). It has a strong commitment to addressing issues of education and equity in the context of rapid social, economic and cultural change.

The School's education programs and research agendas have focused on driving state and national educational innovation and reform. The School currently offers the following teacher preparation programs: one four-year Bachelor of Education (Primary Years), a range of Bachelor of Education (Secondary) Dual Degrees, a Master of Teaching (Primary) and a Master of Teaching (Secondary). It also offers professional development opportunities via its suite of postgraduate coursework programs and has a vibrant postgraduate research community.

The School's staff are internationally cited and recognised for outstanding work in such fields as sociology and policy studies in education, educational psychology and learning sciences, inclusive education, literacy and numeracy, pedagogy and school reform and leadership.

Further information and details of the research interests of academic staff may be accessed on the school's web site at <https://education.uq.edu.au/>.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - <http://www.uq.edu.au/current-staff/working-at-uq>

The University of Queensland [Enterprise Agreement](#) outlines the position classification standards for Levels A to E.

DUTY STATEMENT

Primary Purpose of Position

The Associate Professor will be expected to teach in the Educational Leadership field of study in the postgraduate programs and in the School's Initial Teacher Education programs (primary and/or secondary) in areas relevant to their expertise. The appointee should have a track record of leadership in education. The successful appointee will have the capacity to pursue a strong and productive program of research relevant to the School's existing and emerging research priorities and to supervise research students. The appointee will be expected to undertake administration, service, and leadership roles commensurate with their level of appointment.

Duties

Duties and responsibilities include, but are not limited to:

Teaching and Learning

- Develop, co-ordinate and deliver undergraduate and postgraduate courses in the School's Initial Teacher Education and the postgraduate suite of coursework programs;
- Develop, co-ordinate and manage academic programs and projects as required including providing effective academic advice to students;

- Participate in and lead School-wide activities and planning relating to teaching and learning including chairing School Committees;
- Make original contributions to teaching which expand knowledge or practice in the relevant discipline;
- Actively teach and supervise at honours and postgraduate level, including at doctoral level;

Research

- Conduct a productive program of research in an area relevant to your expertise and to the priorities of the School;
- Publish high quality scholarly journal articles, reports, book chapters, monographs and texts;
- Present research work at relevant conferences and other professional and community forums;
- Actively seek research funding from internal and external sources including the Commonwealth research granting agencies, the state government and industry;
- Develop and maintain relevant industry networks.

Service and Engagement

- Perform a range of administrative functions and leadership within the School and mentor less experienced staff;
- Foster the School's relations with organisational units in the University, industry, government departments, professional bodies and the wider community;
- Provide leadership and support within the teaching profession;
- Contribute to the School's links with community, industry, government and professional organisations and groups;
- Promote the School's research and teaching programs;
- Contribute to the work of the School, including participate in School decision-making and serve on School committees
- Perform a range of higher level internal duties and provide strong contribution to activities relevant to the school, faculty and the external community including representing the School in marketing campaigns such as tertiary expos and Open Day.

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 or Institute/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 Head of School.

SELECTION CRITERIA

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Essential

- PhD in the area of Education;
- A developed international profile for research evidenced by an impressive record of publication in high-ranking refereed journals and other research outlets;
- An established track record of successful applications for external research funds, especially grants and fellowships, and other research project funding including an established track record of citations and invited presentations in the field of Educational Leadership;
- Experience in leadership of effective undergraduate and postgraduate coursework teaching (tutoring, lecturing, course coordination, preparing and delivering courses);
- An active and effective record of principal supervision of Research Higher Degree students through to successful completion;
- An established track record of effective mentoring of less experienced academics and researchers;
- Experience of key leadership roles at a school, faculty or university level;
- Demonstrated ability and enthusiasm for engaging in high quality teaching in the Initial Teacher Education programs and at least one field of study in the postgraduate coursework programs addressing all aspects of teaching practice, including curriculum design, development of learning materials, analysis of learning needs of students, identification of appropriate approaches to teaching, and development of formative and summative assessment appropriately linked to learning goals. Evidence of teaching evaluations is required;
- Ability to work harmoniously within a team, while maintaining an individual profile in a research area
- Excellent interpersonal skills and the ability to represent and promote the School at a university and wider community level, including industry, government and professional bodies
- Excellent written and verbal communication skills in English, the language of instruction at The University of Queensland.
- Demonstrated links with relevant professional organisations, industry, government and community groups.
- Hold, or be eligible to hold, a valid teacher registration with the Queensland College of Teachers
- Hold, or be eligible to hold, a valid Queensland Government Blue Card;

Desirable

- An established track record of conceptualising, developing and leading new research initiatives with established and emerging scholars.
- Expertise in a teaching area of the Australian Curriculum

Personal Qualities

Essential

- Demonstrated ability to work collaboratively with colleagues and to contribute to the collegial life of the School;
- Demonstrated ability to provide leadership on academic projects and administration;

Seminar

Applicants invited for interview may be expected to present a research and/or teaching seminar in conjunction with the selection interview process.

Qualification Verification

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

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 (<http://www.uq.edu.au/equity>) for further information and points of contact if you require additional support.

This role is a full-time position; however flexible working arrangements may be negotiated.

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