The position provides research leadership to achieve the University Blueprint4 objectives: to include Aboriginal and Torres Strait Islander knowledges within the curriculum, increase HDR numbers and improve the representation of Aboriginal and Torres Strait Islander people in research positions.

Position Title: Associate Director – Indigenous Studies Research Network (ISRN)
Reference: 15073
Closes: 6 April 2015
Organisational Area: Indigenous Studies Research Network (ISRN)
Division of Research and Commercialisation
Campus: Kelvin Grove
Salary Range/Classification: $127 820 to $140 828 pa (Level D)
Plus Superannuation: 17% employer contribution
Status: Fixed-term, full-time for three years
Contact: Professor Aileen Moreton-Robinson
Director of NIRAKN and Professor of Indigenous Studies
(07) 3138 3791
Open to: Australian Aboriginal and Torres Strait Islander people. For this position, it is a genuine occupational requirement that it be filled by an Aboriginal or Torres Strait Islander person as permitted by and arguable under sections 25, 104 and 105 of the Queensland Anti-Discrimination Act (1991).

Appointment will be made at Associate Professor level in accordance with the qualifications and experience of the successful candidate. Applicants should therefore address the selection criteria specific to this position and for appointment as Associate Professor.

BACKGROUND INFORMATION
Queensland University of Technology is a large and diverse university with over 40,000 students, 6,000 staff, 400 courses and 6 faculties on three campuses in Brisbane. The University takes pride in its commitment to professional education and maintains close connections with industry in its academic programs and research.

QUT was first recognised as a national leader in Indigenous research capacity building by the Review into Aboriginal and Torres Strait Islander Access and Participation in Higher Education (Behrendt et al 2012). This high commendation and the ISRN research capacity building program bolstered the successful bid for the ARC Special Research Initiative for an Aboriginal and Torres Strait Islander Researchers’ network. The QUT administered National Indigenous Research and Knowledges Network has given the institution further traction with regard to Indigenous research capacity building. However, despite this advantage, there is an evident need to link early career researchers and postgraduate students to research within the field of Indigenous Studies. This requires consolidating and expanding Indigenous research within QUT as well as building strength and research linkages within and external to the university.

Key Capabilities for Academic Work
To deliver on QUT’s global, collaborative and connected vision requires a workforce that embodies the following capabilities:
- Collaboration (within and inter-disciplinary)
- Real world, engaged and connected
- Academic leadership (research, learning and engagement)
- Cross cultural competence
- Entrepreneurial thinking including revenue generation

www.qut.edu.au/jobs/
• Strategic thinking
• Creative thinking and innovation
• Digital competence and data analysis
• Agility and openness to change
• Performance and resource management

DUTY STATEMENT

Position Purpose
The position provides research leadership to achieve the Aboriginal and Torres Strait Islander Research Strategy, the Reconciliation Action Plan and the University Blueprint4 objectives.

Organisational Relationships
The position is located in the Indigenous Studies Research Network, Division of Research and Commercialisation and reports to the Professor of Indigenous Studies on a day-to-day basis for performance planning and review and workload management.

The incumbent will work collaboratively across key areas of the ISRN and NIRAKN. Important collaborative relationships will be developed with the Equity Services Department, the Indigenous Employment Advisor, the Oodgeroo Unit and the Office of the Deputy Vice-Chancellor (Research) to contribute to the University’s research goals as articulated in Blueprint4, the Aboriginal and Torres Strait Islander Research Strategy and the reconciliation action plan.

Duties include:

• Assist with the development, conduct and reporting of research and research related activities.
• Assist in coordinating and developing nationally competitive research grants.
• Recruit and supervise Aboriginal and Torres Strait Islander HDR students.
• Provide managerial and administrative support to the Professor of Indigenous Studies
• Contribute to improving academic strength and practical engagement with professions, industry, government and the broader community.
• Provide academic leadership in the development and deployment of university wide strategies to incorporate Aboriginal and Torres Strait Islander knowledges within QUT’s HDR training.
• Contribute to a range of targeted staff development and training experiences relating to research to increase skills, knowledge and understanding of staff with regard to Aboriginal and Torres Strait Islander methodologies.
• Assist in the co-ordination, development and teaching of a graduate certificate in Indigenous Social Research.
• Work with the Office of Research to provide advice on incorporating Indigenist methodologies and ways of knowing into research training activities.
• Prepare reports for Professor of Indigenous Studies.
• Attendance at University committees (as necessary in place of the Director) to ensure the objectives around indigenous research and capacity building are aligned with other University objectives.

SELECTION CRITERIA – Associate Director - Indigenous Studies Research Network (ISRN)

1. Highly developed leadership ability as exemplified by a capacity to successfully manage staff and resources in an academic setting.
2. Demonstrated experience in research leadership and management including income generation, project completion and innovation.
3. Ability to promote and foster integrated interdisciplinary research and commercial partnerships internally and externally as part of an integrated scholarly environment.
4. Demonstrated creativity, innovation and strategic thinking in an Indigenous research leadership position.
5. Demonstrated understanding of contemporary institutional, national and international contexts for research, research training and commercial activities.
6. Excellent communication and interpersonal skills in an indigenous environment including the ability to build teams and effectively interact with a range of stakeholders.
DUTY STATEMENT - ASSOCIATE PROFESSOR

General standard
An Associate Professor is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within his/her profession or discipline. Academics at this level may be appointed in recognition of distinction in their disciplinary area.

Specific duties:
Specific duties of an Associate Professor may include:

Academic Leadership
• development of and responsibility for curriculum/programs of study;
• course coordination;
• high level administrative and managerial functions;
• attendance at school and faculty meetings and a major role in planning or committee work;
• providing advice and support to more junior Academic staff.

Research and Scholarship
• conduct research.
• Co-ordinate the development of nationally competitive research grant applications

Teaching Performance and Leadership
• conduct of research capacity building tutorials and workshops
• preparation and delivery of lectures and seminars;
• supervision of postgraduate students;
• consultation with Aboriginal and Torres Strait Islander postgraduate students;
• development and promotion of the graduate certificate in Indigenous social research;

Professional Leadership
• significant contribution to the profession and/or discipline.

Other
• Accountable for the development, provision, promotion and evaluation of systems of work, managing the work environment, and providing appropriate instruction, supervision and enforcement leading to a safe and healthy workplace.
• Complete required Health Safety and Environment (HSE) induction and training (including General Evacuation Instruction).
• Ensure that students under your control complete the required HSE induction and training.

SELECTION CRITERIA – ASSOCIATE PROFESSOR

Appointees must demonstrate an ability to undertake the duties prescribed for the position and must possess the necessary skills required for the position.

To be appointed as an associate professor a candidate must meet the following selection criteria to the satisfaction of the selection panel and the University Council:

Qualifications
• Completion of a doctoral qualification in the relevant discipline area or industry equivalent accreditation or standing.

Academic and Professional Leadership
• Record of achievement in providing leadership in a major administrative or managerial role in a University or professional setting and of significant contribution within these settings.

Teaching and Learning
• Record of excellence and leadership in teaching and learning including scholarly and innovative approaches to teaching and learning and supervision of postgraduate students.

Research and Scholarship
• Record of substantial contribution to research/scholarship.

Other skills and attributes
• Demonstrated ability to establish and maintain an effective health and safety culture.

Equivalent standing can be demonstrated by comparison of attainment in areas relevant to employment with the standard attained in a doctoral degree in the relevant discipline area.