



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Various Appointments in

Indigenous Health Research

PROFESSOR GAIL GARVEY RESEARCH GROUP, 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 was formally established in 2001 to improve health outcomes through learning, discovery and engagement. The School of Public Health has recently been ranked as the top Public Health school in Australasia in the US News Global university rankings. We are a global leader in improving the health of populations in a changing and inequitable world.

The School's strategy is centered on academic performance and a commitment to excellence in teaching. We offer programs and courses in all major fields of population and public health to almost 1000 postgraduate and undergraduate students. Our MPH is the only accredited program in the Australasia and S.E. Asia region (APHEA and ASPHER) and one of the few to offer a dual MD/MPH degree. More than 100 research higher degree (PhD and MPhil) students actively contribute to the School's vibrant research culture while receiving comprehensive preparation for academic careers or leadership roles in public health.

Our research and engagement strategy is focused on making a real impact on some of the world's most pressing health challenges. Our major research and engagement themes are: health promotion; climate change and environmental health; mental health; blood borne viruses; women's health; and, health systems.

More information about the School can be found [here](#).



About Professor Gail Garvey

Professor Gail Garvey is an Aboriginal woman from the Kamilaroi nation with over 25 years of leadership and impact in Aboriginal health research, education and capacity building. Professor Garvey has an internationally recognised research program on Australia's First Nations Peoples and cancer, emphasising health services research and psychosocial aspects of cancer care. She currently leads a National Health and Medical Research Council Centre of Research Excellence in this area and is an international authority in cancer research and Indigenous peoples. Her collaborative wellbeing research is innovative and addresses a significant gap in our ability to measure wellbeing that is grounded in the values and preferences of Australia's First Peoples. Professor Garvey is one of four Indigenous research leaders who will lead a project funded by the NHMRC to establish a national network to support and grow the next generation of Aboriginal and Torres Strait Islander health researchers .

About the First Nations Cancer and Wellbeing Research Program

The First Nations Cancer and Wellbeing Research (FNCWR) Program is led by Professor Gail Garvey within the School of Public Health, Faculty of Medicine. The vision of the FNCWR program is innovative and community-driven research that supports and empowers Australia's First Nations people and communities to achieve optimal health and wellbeing.

This is an Indigenous-led multidisciplinary program focused on making a meaningful impact on the health and wellbeing of Aboriginal and Torres Strait Islander people and is supported through major competitive funding including NHMRC and ARC grants such as the Centre of Research Excellence (CRE), the Medical Research Future Fund (MRFF), Partnership grants, and a Targeted Call for Research to build a National Network of First Nations Researchers.

The FNCWR Program brings together national and international collaborators to actively promote the translation of research knowledge into public health policy and practice. Our research uses innovative methodologies which are culturally sensitive and appropriate, and incorporate co-design principles through research projects that work closely with First Nations peoples, families, and communities and the health and allied health services that support them.

The FNCWR Program is diverse and largely focuses on health services research with programs of work on improving cancer outcomes through increasing cancer prevention and early detection activities; improving cancer diagnosis and treatment through health service innovation; reducing the impact of multi-morbidities and cancer risk factors; and understanding financial toxicity and burden and providing appropriate care to enhance psychosocial wellbeing of Aboriginal and Torres Strait Islander cancer survivors, their partners and carers across the cancer continuum. The FNCWR program also has an expanding program of research that focuses on improving the understanding, measurement and evaluation of wellbeing for Aboriginal and Torres Strait Islander people.



About these opportunities

OPTION 1

For candidates looking to begin an academic career, we can offer a PhD or Masters scholarship partnered with an appropriate academic or professional position (type and level dependent on experience), which will allow candidates to engage in relevant studies while gaining on the job academic training and experience. Upon completion of their respective PhD/Masters studies candidates may be offered a continuing position.

Essential Criteria for Option 1

- Be a full-time enrolled candidate for a PhD or Masters or be eligible for enrolment into a PhD or Masters at The University of Queensland.

OPTION 2

We have a range of both professional and academic positions available in the FNCWR team, including:

Research Academic positions

Research Fellow (R-00654)

This is an exciting opportunity for a Research Fellow to work across a suite of innovative, high-quality, applied research projects that focus predominantly on the topics of wellbeing and cancer among Aboriginal and Torres Strait Islander people. The Research Fellow will perform a central role undertaking qualitative research in these projects. The Research Fellow will contribute to and further develop the existing research programs, which includes but is not limited to sourcing new funding and building the capacity and capabilities of junior staff and students.

This is an Academic Research Level B appointment. The full-time equivalent base salary will be in the range \$101,533 – \$120,570 plus super of up to 17%.

More detail can be found on the [UQ Careers site](#).

Senior Research Fellow (R-07658)

This position will support research led by Professor Garvey, including projects related to cancer and wellbeing, and health services research. The Senior Research Fellow will make a substantial contribution to the existing research program and develop and undertake strategic new research to advance the program of research with Aboriginal and Torres Strait Islander people, communities and organisations. This includes but is not limited to sourcing new funding, building the program's output of scholarly publications, and building the capacity and capabilities of junior staff and students.

This is an Academic Research Level C appointment. The full-time equivalent base salary will be in the range \$124,378 – \$143,415 plus super of up to 17%.

More detail can be found on the [UQ Careers site](#).



Professional positions

NEXTGEN Network Coordinator (R-07159)

The NEXTGEN Hub Coordinator is responsible for the coordination and logistical activities for the NEXTGEN Hub, which is part of the National Aboriginal and Torres Strait Islander Research Network. Under the supervision of the Lead Investigator for the NEXTGEN Hub, the Coordinator will collaborate with the Central Hub and the three other operational hubs. This position will be responsible for ensuring that the milestones delegated to the NEXTGEN Network are met in accordance with the Business Plan. This will include but not limited to the program of work for traineeships and Community Based Researchers laid out in the Business Plan. The position will implement and sustain mechanisms that engage the NEXTGEN Hub collaborators. This will include supporting regular meetings of the NEXTGEN Hub and establishing working groups.

This is a HEW level 7 position. The full-time equivalent base salary will be in the range \$90,538 – \$98,719 plus super of up to 17%.

More detail can be found on the [UQ Careers site](#).

Senior Community Engagement Officer (R-06931)

Under broad direction, this position will provide essential communications and community engagement support, to projects carried out in the cancer and wellbeing research program. An important part of this role is community engagement, including with Aboriginal and Torres Strait Islander people affected by cancer, healthcare workers providing care to Aboriginal and Torres Strait Islander people and Community Organisations. The Community Engagement Officer will support stakeholder engagement by working on communication strategies and knowledge translation to maximise the impact of research.

This is a HEW level 6 position. The full-time equivalent base salary will be in the range \$82,399 – \$88,503 plus super of up to 17%.

More detail can be found on the [UQ Careers site](#).

Principal Research Project Officer (3 x positions) (R-06921 & R-06940)

The Principal Research Project Officer is responsible for coordinating and/or supervising the delivery of research projects of varying size, scale and complexity to ensure the successful delivery of project-specific outcomes. The role is responsible for a range of activities across the relevant phase of project delivery, including (but not limited to) coordinating project plans, implementing project monitoring and evaluation mechanisms to ensure that research outcomes are delivered on time and within budget; overseeing participant recruitment and data collection; engaging with key stakeholders; contributing to research output; and overseeing the project budget. This position may also develop, undertake and manage new research in related areas, in collaboration with the Program Leaders, the Research Program Coordinator and other key staff.

These are HEW level 7 positions. The full-time equivalent base salary will be in the range \$90,538 – \$98,719 plus super of up to 17%.

More detail can be found on the [UQ Careers site](#).



Senior Research Admin Officer (R-07015)

We are seeking a diligent and organised Senior Research Administration Officer to support research projects within First Nations Cancer and Wellbeing Research (FNCWR) Team in the School of Public Health, Faculty of Medicine.

This is a HEW level 6 position. The full-time equivalent base salary will be in the range \$82,399 - \$88,503 plus super of up to 17%.

More detail can be found on the [UQ Careers site](#).



About you

Work rights

You must have unrestricted work rights in Australia for the duration of these appointments to apply. Visa sponsorship is not available.

Background checks

Final applicants for some positions may be asked to consent to a criminal record check. Please note that people with criminal records are not automatically barred from applying for this position. Each application will be considered on its merits.

Qualification verification

Academic appointments will be subject to the verification of the highest academic qualification from the conferring institution.

Additional criteria

Please note that the University of Queensland considers that being Aboriginal and/or Torres Strait Islander is a genuine occupational requirement for some positions under s 25 of the Anti-Discrimination Act 1991(Qld). These positions are marked throughout the booklet accordingly.

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.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available online.

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

OPTION 1

All applications for this expression of interest must be submitted via [UQ Careers](#). All applicants must supply the following documents:

- Cover letter outlining qualifications, experience, research interests and availability
- Resume/CV
- Proof of enrolment in PhD or Masters (if enrolled) or eligibility to enrol in a PhD or Masters at UQ

Applicants selected for interview following the Expression of Interest will be provided with a duty statement and associated selection criteria tailored to the specific academic or professional position within the Faculty of Medicine that best matches their area of expertise and level of qualifications and experience.

Applicants must be a full-time enrolled candidate for a PhD or Masters or be eligible for enrolment into a PhD or Masters at The University of Queensland.

OPTION 2

All applicants must supply the following documents through the [UQ Careers](#) portal – links can be found above under each position title:

- Cover letter 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.



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 (41), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (38), QS World University Rankings (47), Academic Ranking of World Universities (51), and Times Higher Education World University Rankings (=54).

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 56,000 students – including the majority of Queensland's highest academic achievers as well as top interstate and overseas students – study across UQ's three 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 307,000 graduates are an engaged network of global alumni spanning more than 170 countries, and include more than 15,800 PhDs.

UQ's six faculties, eight globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 1,500 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 US\$44 billion.

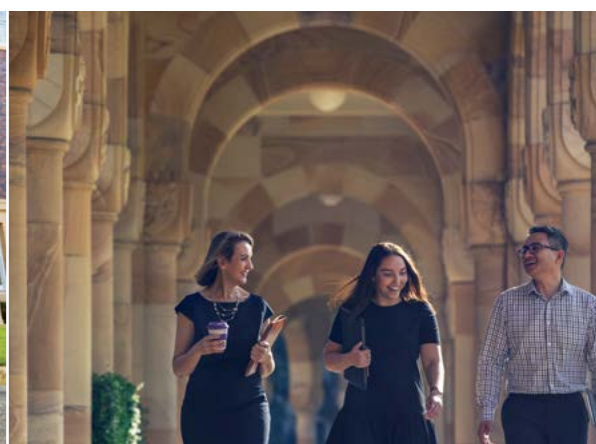
UQ is one of only three Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia; a member of the Association of Pacific Rim Universities (APRU); and one of only three Australian charter members of the prestigious edX consortium, the world's leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 6,900 academic and professional staff (full-time equivalent) and has a \$2.385 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



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.

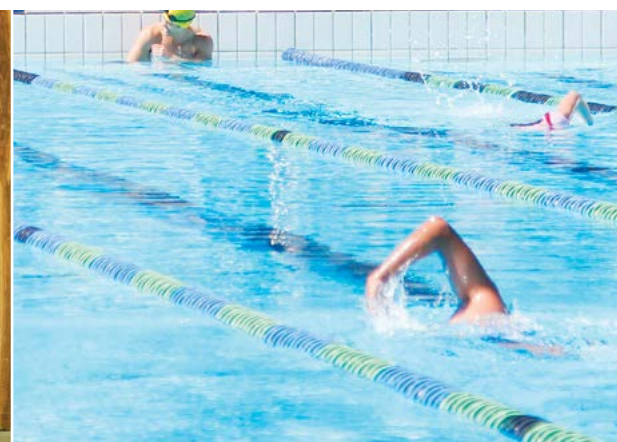
The Aboriginal and Torres Strait Islander research and innovation strategy will support indigenous researchers and empower research excellence that benefits Aboriginal and Torres Strait Islander peoples, communities and organisations. We aspire to play a leading role in reconciliation as advocates with 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.

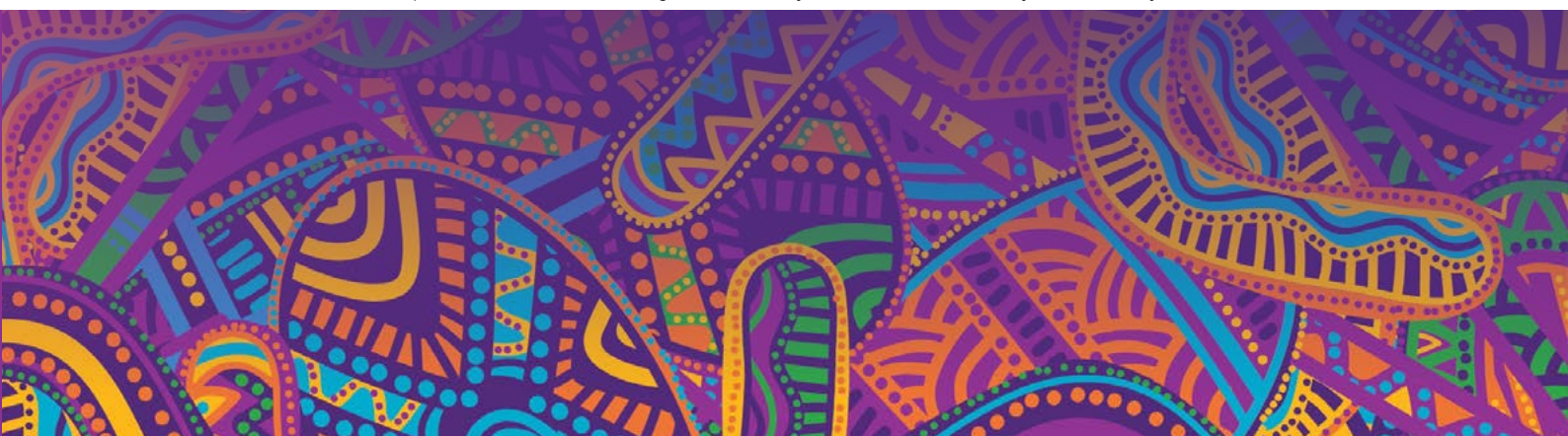
Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to five days of cultural leave annually to attend cultural activities, obligations and ceremony.

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/strategicplan
- 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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