



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

# Appointment of Centre Director – MISHC

MINERALS INDUSTRY SAFETY AND HEALTH CENTRE



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## Sustainable Minerals Institute

The University of Queensland's Sustainable Minerals Institute (SMI) is a world-leading research institute integrating the expertise of technical, environmental and social specialists to deliver responsible resource development across the life of mine. We are dedicated to finding knowledge-based solutions to the sustainability challenges of the global minerals industry and training the next generation of industry leaders.

SMI is home to six research centres and a Centre of Excellence based in Chile. We have a strong track record in developing world leading solutions in exploration, mining, mineral processing, workplace health and safety, mine rehabilitation, social responsibility, water and energy.

At SMI, we are truly independent, objective and rigorous and our researchers have experience working across the research, government and industry sectors. We offer professional development training to many of our partners and can tailor courses to suit industry trends or company needs. We offer supervision to PhD students and are proud that our alumni are now in senior roles in resource companies and government organisations around the world.

SMI comprises seven major research Centres:

- WH Bryan Mining and Geology Research Centre
- Julius Kruttschnitt Mineral Research Centre
- Centre for Social Responsibility in Mining
- Minerals Industry Safety and Health Centre
- Centre for Mined Land Rehabilitation
- Centre for Water in the Minerals Industry
- International Centre of Excellence in Chile

Information about the Institute may be accessed on the Institute's [website](#).

### Minerals Industry Safety and Health Centre

The [Minerals Industry Safety and Health Centre \(MISHC\)](#) conducts research in occupational safety and health, risk management, and human factors; and integrates the results into postgraduate and continuing education programs and consultancy services designed to assist the minerals industry. The expertise of the team covers the breadth of occupational safety and health related disciplines such as risk management, occupational health, psychology, physiotherapy, and human factors and ergonomics.



## Role of the Centre Director - MISHC

### About this opportunity

The Centre Director will direct a Research Centre funded by external and internal funding from sources including industry, competitive grants and fellowships, and conduct world leading science in the relevant field of expertise as led by the Deputy Director. This position will implement and drive relevant area(s) of research, in national and/or international arenas. The Centre Director works closely with other research leaders at SMI and the University and engages with industry, government and other stakeholders including the general public. The level of appointment will be based on the successful applicant's qualifications and experience and in line with the UQ Criteria for Academic Performance.

### Duties

#### Strategy

- Development and implementation of Centre strategy in collaboration with the SMI Deputy Director Production, in alignment with UQ and the Institute's vision and strategic objectives;
- Support the Deputy Director to develop and maintain strategic and academic planning functions;
- Represent the interests and needs of the University to the Centre and external community;
- Represent the interests and needs of the Centre to the University through membership of senior committees and boards, as appropriate to the role; and
- Build and maintain effective relationships with key stakeholders within and external to the University.

#### Academic endeavours

- Provide academic leadership and maintain personal international academic standing, including the pursuit of excellence in research, scholarship and where applicable, teaching;
- Foster a collegial and collaborative research, supervision and researcher development, teaching and citizenship/service culture;
- Promote collaboration with other Schools, Centres, Faculties, Institutes and organisations, domestically and internationally, to ensure forward momentum for the Centre's discipline and inter-disciplinary endeavours;
- Remain abreast of relevant disciplinary directions, emerging research and other factors which may have implications for the research and teaching direction of the Centre;
- Support the Deputy Director to protect the academic freedom of Centre staff;
- Maintain effective linkages to government departments and authorities, and ensuring relevant University leaders and stakeholders are informed of this contact;
- Forge and maintain productive relationships and research partnerships with business, commerce and industry organisations relevant to the Centre's research endeavours;
- Contribute to shaping significant and strategic research agendas that yield new insights and opportunities to represent and promote the discipline area in leading academic and research forums;
- Have an active and effective record of principal supervision of masters and higher degree by research students.



### Research leadership

- Generate and implement strategy and momentum in support of UQ and Institute strategic objectives;
- Cultivate cross-team performance and cohesion, a positive and inclusive workplace culture and empower independence;
- Proactively incorporate UQ values into plans, activities and measures of success to ensure the Centre upholds the highest standards of academic quality and integrity;
- Ensure Higher Degree by Research candidates and Early Career Academics are supported, encouraged and appropriately supervised and mentored;
- Develop new and strengthen existing collaborations and partnerships in pursuit of strategic Centre objectives;
- Advance external links by demonstrating leadership in external roles/activities and sustain strategic relationships with industry, government departments, professional bodies and the wider community;
- Maintain a culture of motivation and continuous improvement which facilitates outstanding research and exceptional student outcomes;
- Make a strong contribution to the governance of the Centre, including displaying leadership behaviours, demonstrating a high level of collaboration and participation in decision-making, service on relevant committees and mentoring less experienced staff;
- Participate in key decision-making processes to ensure positive outcomes and effective decision making.

### 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 Deputy Director Production in the Sustainable Minerals Institute.



## About you

### Essential

- A PhD in an area relevant to existing strengths of the Centre, and an international reputation for excellence, with an active and strong research track record in publications, competitive grants, and effective PhD supervision.
- Highly developed leadership, interpersonal, communication and people management skills.
- Strengths in influencing and negotiating, including the ability to develop and maintain effective relationships with key internal partners and external stakeholders including industry, government and professional bodies.
- Demonstrated expert knowledge and a significant international standing professionally and academically in one or more fields of disciplinary areas relevant to the Centre.
- Demonstrated ability to lead multi collaborative national and international research projects, fostering a cooperative team environment, supporting multiple disciplines and delivery of project outputs and outcomes.
- Demonstrated entrepreneurial passion and ability to attract significant external research funding from institutional and commercial sources.
- Demonstrated capability to form, manage and lead a diverse group of high calibre research staff and students, fostering a cooperative team environment, supporting multiple disciplines and delivery of project outputs and outcomes.
- Exercise academic leadership to enhance the standing of the Centre and Institute.
- Demonstrated ability to shape organisational culture, implement a successful vision encouraging and supporting academic staff in the delivery and enhancement of high-quality teaching and learning.
- Cross-disciplinary understanding of research, teaching, student experience and tangible industry outputs.
- Sound and successful experience in the management of finance, operations, and human resources.
- Sound appreciation of relevant legislation underpinning University priorities, policies and procedures including equal opportunity and occupational health, safety and welfare.



## Conditions of employment

### Employment type

The Centre Director role is a full-time fixed term position for up to five (5) years.

### Salary and benefits

An attractive remuneration package will be negotiated with the successful candidate. Remuneration will be subject to periodic review. The initial appointment will be for a period of five years. The incumbent is entitled to four weeks annual leave, 10 days personal leave and an additional five days carer's leave. Other terms and conditions of employment may be negotiated. Employees of The University of Queensland are eligible for a range of perks and benefits, including:

- Salary packaging through Remserv and Smartsalary
- Corporate Healthcare through UQ's Corporate Healthcare Provider, Bupa
- Access to the Fitness Passport scheme, as well as [UQ Sport Facilities](#)
- Low-cost car parking options

The University will meet reasonable removal and establishment expenses subject to approval under University policies. In the case of an interstate or international appointee, an accommodation allowance may be available for a limited period. Details will be negotiated as part of the contract of employment.

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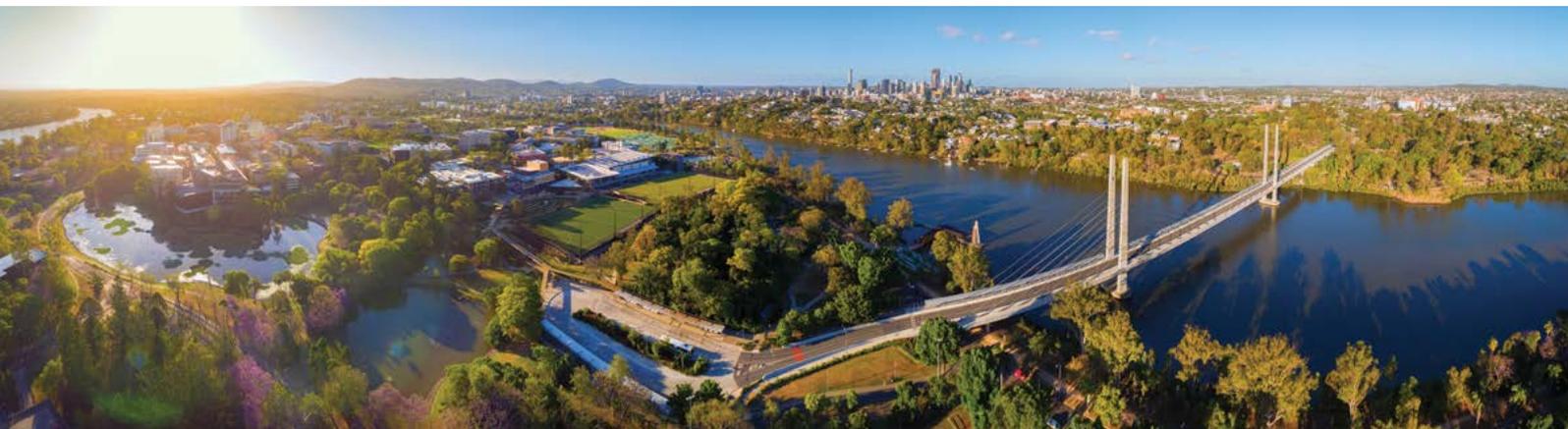
## How to apply

Applications should include a cover letter, a full curriculum vitae and a statement addressing the selection criteria. Applicants should provide the names and contact details of at least three potential referees. These referees need not be approached in advance, as they will not be contacted without the prior consent of the applicant.

Applications must be submitted via the [UQ Careers](#) recruitment website.

For more information, or any questions regarding this position, please contact Jody Stephens, Talent Acquisition Advisor, at [recruitment@uq.edu.au](mailto:recruitment@uq.edu.au).

Applications will close **25th March 2022**.



## The University of Queensland

For more than a century, The University of Queensland (UQ) has maintained a global reputation for creating positive change 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 *U.S. News Best Global Universities Rankings* (36), the *Performance Ranking of Scientific Papers for World Universities* (38), *CWTS Leiden Ranking* (41), *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 over \$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 \$22 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*, as well as 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 \$2.12 billion annual operating budget.



## Governance

The University is governed by a 21-member Senate representing University and community interests. Senate is led by a Chancellor and Deputy Chancellor. The Senate has delegated to the Vice-Chancellor many of its powers under the *University of Queensland Act 1998* to appoint staff, manage and control University affairs and property, and manage and control finances.

[uq.edu.au/about/governance](http://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](https://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

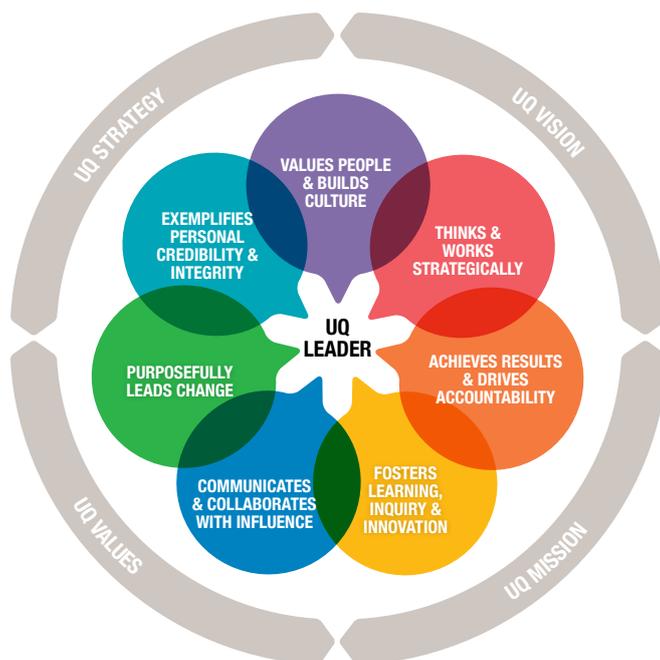
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

### 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](http://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](http://about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports)
- Governance:  
[about.uq.edu.au/governance](http://about.uq.edu.au/governance)
- Key statistics:  
[pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx](http://pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx)
- Organisation chart:  
[about.uq.edu.au/files/5643/org-chart.pdf](http://about.uq.edu.au/files/5643/org-chart.pdf)
- Research at UQ:  
[research.uq.edu.au](http://research.uq.edu.au)
- Strategic Plan 2022–2025:  
[about.uq.edu.au/strategicplan](http://about.uq.edu.au/strategicplan)
- UQ Global Strategy:  
[global-strategy.uq.edu.au](http://global-strategy.uq.edu.au)
- UQ Reconciliation Action Plan:  
[about.uq.edu.au/reconciliation/plan](http://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](http://staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf)





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