



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Business School

Appointment of Postdoctoral Research Fellow





The University of Queensland

The University of Queensland (UQ), located in Brisbane, Australia, ranks consistently among the world's top universities and delivers unparalleled teaching, learning, and research excellence.

The University is a global leader in finding solutions to society's problems. It has a strong and internationally focused research culture and an enviable track record in research translation and commercialisation. It is also nationally recognised for its leadership in teaching and learning, having won more Australian Awards for University Teaching than any other university.

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 Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (45), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (69). UQ again topped the nation in the prestigious Nature Index, and our Academic Ranking of World Universities result in the field of Life and Agricultural Sciences is the highest in Australia at 20.

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 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a \$1.8 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 \$11 billion+ (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.

The Business School

The University of Queensland Business School is located on the St Lucia campus with approximately 200 academic staff; 200 equivalent tutors and 100 professional staff.

The School leases space in the Brisbane central business district at 293 Queen Street where it offers core MBA courses and provides executive education and function facilities.

The School has eight main areas of academic strength represented by discipline clusters – accounting; business information systems; finance; international business; management; marketing; strategy; and tourism with a Professor or Associate Professor leading these groups reporting to the Dean. Currently, the School has over 10,000 students enrolled in its coursework programs and around 160 in research higher degree programs. Approximately one-third of the student body are international students, mostly from the Asia-Pacific region.

The School's mission is to achieve national and international recognition as being among the best research intensive business schools in the Asia-Pacific region. The School carries AACSB International and EQUIS accreditation – the first school in Australia to receive AACSB and EQUIS accreditation across the full range of programs. The School also carries UNWTO accreditation and is the only School in Australia to hold such accreditation. The School enjoys strong research links with leading international research schools.

For more information about the School, visit business.uq.edu.au

Successful candidates will join one of the strongest groups of management scholars in Australia. UQ Business School is consistently rated “well above world standard” (ERA 5) in management by our national ranking body, and our MBA program was ranked number one in Australia and the Asia-Pacific for six consecutive years (*The Economist* 2012-2017)

Our academic staff have diverse backgrounds in organisational behaviour, human resources, organisational studies, communications, and leadership.

Cutting across these areas, the management group shows strength in the overarching themes of social responsibility and impact on practice.

KPMG

KPMG is a global network of professional services firms providing Audit, Tax and Advisory services.

We operate in 154 countries and have 200,000 people working in member firms around the world.

KPMG Australia is part of this global network providing extensive services across a wide range of industries and sectors. Our people collaborate, share their expertise and create innovation as we partner with clients to solve complex challenges, empower change, and drive disruption and growth. We look for talented people with the potential to make an extraordinary difference for our clients, our firm and our communities.

At KPMG, we believe diversity of thought, background and unique experience strengthens relationships and delivers meaningful benefits to our people, our clients and communities.

Our people are focused on creating a diverse and dynamic environment that embraces and values differences. We value the variety of unique experiences, qualities and characteristics our people possess and we share and learn from each other.

We are proud to be consistently recognised as an employer of choice for women, and for our achievements in LGBT+ workplace inclusion.

kpmg.com.au

Information for prospective staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at 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 primary role of the Postdoctoral Research is to undertake collaborative research in the area of organisational trust. The appointee will work closely on collaborative research projects with Professor Nicole Gillespie who holds the KPMG Chair in Organisational Trust, as well as with staff at KPMG to ensure the applied relevance of the research.

The position will involve the design, conduct, publication and presentation of applied research and co-supervision of research students in areas relevant to organisational trust. The incumbent is expected to apply for both independent and collaborative funding relevant to the research focus on organisational trust.

Duties

Duties and responsibilities include, but are not limited to:

Research

- Conduct high quality applied research in the area of organisational trust, using a range of qualitative and quantitative methodologies.
- Manage and coordinate research projects including literature reviews, research design, management of ethics applications and approvals, data collection in the field, data analysis and interpretation, and preparation of academic and industry publications.
- Prepare manuscripts for publication in leading peer-reviewed journals.
- Prepare and present high quality presentations for a range of audiences (e.g. academic, industry, government, general community).
- Participate in identifying and applying for competitive national, international and industry funding schemes in areas related to organisational trust.
- Contribute to the writing of thought leadership reports and media articles on trust and business ethics.
- Contribute to the co-supervision and/or training of Honours and RHD students undertaking studies in related research fields.
- Supervise research assistants as required.
- Engage with an interdisciplinary network of researchers and industry practitioners to develop and deliver on collaborative projects.

Service and Engagement

- Undertake administrative tasks related to the management and coordination of research projects.
- Assist in the leadership, coordination and organisation of an annual symposia in the area of organisational trust.
- Foster relations with and engage with industry, government, professional bodies and the wider community, as appropriate.

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 KPMG Chair in Organisational Trust, Professor Nicole Gillespie.

Selection criteria

Essential

- A PhD (or PhD nearing completion) in Organisational Psychology, Organisational Studies/Science, Organisational Behavior, Management or a related field.
- Evidence of an ability to publish in high quality, peer reviewed international academic journals.
- Demonstrated expertise in quantitative and/or qualitative analysis and database management, and a willingness to learn new analytical and data management techniques.
- Demonstrated proficiency carrying out literature reviews within academic databases.
- Demonstrated ability to collaborate with colleagues across disciplines and to work effectively with industry partners and practitioners.
- Demonstrated ability to effectively present research findings to a variety of audiences as evidenced by presentations at conferences, to industry and at other forums, and dissemination activities targeted at non-academic audiences (e.g. industry reports, practitioner articles).
- Demonstrated ability to work both independently and collaboratively as part of a team.
- Excellent organisational skills, including the ability to manage priorities and multiple concurrent projects.
- Highly developed interpersonal, communication and people management skills.
- High personal work ethic.

Desirable

- Sound knowledge of literatures relevant to organisational trust.
- Sound knowledge of, or a desire to acquire a sound knowledge of, the relationship between digital technologies (e.g. artificial intelligence, blockchain) and trust, ethics and human rights.
- Expertise in conducting research using a mix of qualitative and quantitative methodologies.
- Expertise in statistical methods for analysing survey data (e.g. multilevel and longitudinal analysis) and qualitative data analysis using NVivo.
- Experience in writing competitive research grant applications.
- Ability to translate research findings to inform policy and practice.
- Ability to consult effectively with a range of stakeholders and to develop shared visions and goals.

Seminar

Applicants invited for interview may be expected to present a 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.

Remuneration

This is a full-time, 3 year fixed term appointment at Academic research level B1. The remuneration package will be in the range \$93,985.59 - \$111,607.58 p.a., plus employer superannuation contributions of up to 17% (total package will be in the range \$109,963.14 - \$130,580.87 p.a.).

The University of Queensland also offers other competitive options including salary sacrificing, on campus childcare, leave packaging and discounted private health insurance as well as many other benefits.

How to apply

Applications should be made via [UQ Jobs](#).

Please specify which position you are applying for.

All applicants must supply the following documents: Curriculum Vitae, Cover Letter and Selection Criteria responses.

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 close **Sunday 3 February 2019 at 11.55pm AEST**.

If you have any questions about the position or the application process, please contact:

Professor Nicole Gillespie

KPMG Chair in Organisational Trust

T +61 07 3346 8076

E n.gillespie@business.uq.edu.au

Quote reference number 505663

About Brisbane

The capital of Australia's sunshine state, Queensland, Brisbane is the third largest city and the fastest-growing capital with a population of more than 2.4 million people. It boasts a safe, friendly, and multicultural environment for residents and visitors alike.

With an edgy arts scene, thriving nightlife, strong sporting community, and music and cafe culture, Brisbane has endless opportunities to explore within and around the city.

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 cafés.

The city is perfect for any of your metropolitan needs, while if you venture just outside the city limits, you will find lush rainforests and sandy beaches, ideal for a relaxing getaway.

The golden beaches and fun parks of the Gold Coast are just an hour's drive south. The beautiful Sunshine Coast beaches are a short drive to the north, along with National Parks, rainforests, and attractions such as Australia Zoo.

Not only does Brisbane enjoy over 250 days of sunshine, it also is one of the most affordable cities in Australia. Housing in the Greater Brisbane area is 83% more affordable than Sydney and 28% more affordable than Melbourne (REIQ 2017).



Further information

General information on the University is available through the website uq.edu.au

Other documents to which candidates might wish to refer include:

UQ Business School: business.uq.edu.au

University of Queensland Business School Strategic Plan 2017-2021

Research at UQ Business School: business.uq.edu.au/research-disciplines

Research at UQ: uq.edu.au/research

Key UQ statistics: pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx

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 (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 the contact person listed in the job advertisement.