



Postdoctoral Research Fellow

FACULTY OF BUSINESS AND LAW
ACADEMIC DIVISION



About the Position

We are seeking a Postdoctoral Research Fellow, fixed-term, full-time with the option of 0.8FTE to conduct research into gender in STEMM research careers in hospital sector.

The Postdoctoral Research Fellow will contribute to the research agenda of the Faculty of Business and Law through undertaking research connected with and developing from:

ARC LP (190100216) Achieving gender equality in STEMM hospital and health service research (<https://research.qut.edu.au/research-careers-in-health/>)

This appointment is an exciting opportunity for an early career academic to join an ARC Linkage Project in partnership with Metro North Hospital Service and Queensland Health. The interdisciplinary research team encompasses 4 senior academics and research partner investigator skilled in mentoring. This position allows a focus on developing expertise and research profile in gender and organisations, specifically in health research contexts.

The primary focus of the position is co-design, collection, and analysis of five qualitative embedded case studies to understand the extent and nature of gendered experiences of doing research in hospital and health services. The research findings will be used to advance an inclusive and effective health service research workforce.

This position reports to the Professor Robyn Mayes (Director, Centre for Decent Work and Industry, Faculty of Business and Law) for supervision, workload management and for Performance Planning and Review (PPR).

Key responsibilities include:

- Conduct and analysis of qualitative interviews.
- Work with SRA on the collation and analysis of organisational data.
- Under direction, co-author academic research journal papers, conference papers and reports arising from the project data.
- Contribute to public understanding and debate through media and/or policy engagement and co-authored end-user focused outputs.
- Collaborate and communicate effectively with CIs and Industry Partners.

- Coordinate with the SRA to contribute to the successful and timely completion of the research project.
- Participate in applications for competitive research funding to support related projects and activities.
- Implement and administer University policy within the Faculty of Business and Law with respect to equitable access to education and workplace health and safety.
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To ensure job flexibility the successful appointee may be required to:

- perform any other duties as nominated by the University consistent with the relevant classification descriptors detailed in the Enterprise Agreement. Staff undertaking any new duties will receive training;
- participate in job rotation or multiskilling in consultation with their supervisor;
- work across campuses.

To be appointed as a Postdoctoral Research Fellow the successful applicant must meet the position classification standards outlined in the [QUT Enterprise Agreement \(Academic Staff\)](#).

Type of appointment

This appointment will be offered on a fixed-term, full-time basis for two (2) years or equivalent at 0.8FTE, with the possibility of extension.

Location

Gardens Point campus.

Selection Criteria

1. Completion of a doctoral qualification in gender studies and/or organisational studies, or related disciplines.
2. Demonstrated experience with qualitative methods, especially interviews and textual analysis.
3. Demonstrated academic research experience as evidenced by publications in high quality research journals.
4. Demonstrated experience undertaking research with end-user partners.
5. Demonstrated ability to work effectively and collaboratively as part of a high-achieving and collegial research culture.

Remuneration and Benefits

The classification for this position is Academic Level B (LEVB) which has an annual remuneration range of \$119,829 to \$142,312 pa. Which is inclusive of an annual salary range of \$101,257 to \$120,255 pa, 17% superannuation and leave loading.

Beyond personal and professional fulfilment, a career at QUT brings a broad range of tangible benefits. With competitive remuneration including superannuation, the University offers real and generous benefits.

QUT is a high quality and flexible organisation that is proud of its excellent employment conditions which include but are not limited to:

- Reduced working year scheme
- Parental leave provisions
- Study support encompassing leave and financial assistance
- Comprehensive professional development
- Salary Packaging

Further benefits can be found at the [Life at QUT](#) page.

Information for applicants

The position is open to applicants who have unrestricted work rights in Australia for the duration of the fixed-term appointment. In support of our strategic priority of Indigenous Australian success, Aboriginal Australians and Torres Strait Islander people are encouraged to apply.

Travel may be required for fieldwork, along with work outside of standard business hours, and /or across campuses and research partner facilities.

For further information about the position, please contact Professor Robyn Mayes, on (07) 3138 5318; or for further information about working at QUT contact Human Resources on (07) 3138 5000.

Candidates who are interested in the position are encouraged to apply even though they may feel they are not strong on individual selection criteria.

In assessing merit, the panel will take into consideration “performance or achievement relative to opportunity”. We recognise that many staff today have a range of personal circumstances, and career histories that

challenge traditional ideas of an academic staff member. This may mean, for example, prioritising the quality of achievement rather than the quantity, as considerations of part-time employment, career interruptions and significant periods of leave are taken into account when assessing performance or achievement.

The selection panel is also committed to conducting a process which is fair and free from bias, including unconscious bias.

How to Apply

For further information and to apply, please visit www.qut.edu.au/careers for reference number **22312**.

When applying for this position your application must include the following:

- A current resume
- A written response to the selection criteria

Applications close 17 May 2022

About QUT

QUT is a major Australian university with a global outlook and a 'real world' focus. We are one of the nation's fastest growing research universities and our courses are in high demand.

We are an ambitious and collaborative institution that seeks to equip our students and graduates with the skills they will need in an increasingly disrupted and challenged world.

We are transforming the student experience we offer our 50,000 students and we place a premium on the international and national accreditation of our various professional degrees.

We offer academic programs in fields spanning business, creative industries, education, engineering, health, law, science, and social justice across five faculties.

We are transforming the learning experience and embed work integrated learning in courses and have a strong focus on developing entrepreneurial skills. QUT provides executive education and professional development to both individuals and organisations through QUTeX, and QUT Online lets students learn when it suits, through courses delivered

entirely online. QUT College offers pathways for all students into our undergraduate programs.

QUT has two inner-city campuses in Brisbane at Gardens Point and Kelvin Grove.

Well known for our strong links to industry and government, the high impact of our research which involves multidisciplinary teams, QUT has been named one of the fastest rising universities in the world for scientific research.

Further information about QUT can be obtained from the website at www.qut.edu.au.

Our Vision

QUT's [Blueprint 6](#) is our institutional strategic plan. The Blueprint formalises QUT's ambitions and declares our strong sense of purpose which is to provide transformative education and research relevant to our communities. It provides a framework and strategies to enable QUT to realise our vision to be the university for the real world and identifies the following priorities:

- support aspiration and inclusion
- encourage creativity and entrepreneurship
- embrace digital transformation and technology
- embed principles of health and wellbeing
- support Indigenous Australian engagement, success and empowerment
- enable professional engagement and ethical leadership and,
- focus on the environment and sustainability

Aligned to and supporting our vision are the QUT Values. These Values highlight what makes QUT distinct and successful. Providing a compass for our decisions, actions and behaviours and strengthening our community.

QUT Values

- Ambition
- Curiosity
- Innovation
- Integrity
- Inclusiveness

About the Academic Division

Academic Division includes the University's faculties and research centres. It is responsible

for education (learning and teaching), research, research services and support, and digital business solutions. The Academic Division is led by the Provost.

About the Faculty

QUT is committed to providing quality real-world focused teaching, research with impact, and high quality executive and professional education which is reflected across all schools within this new faculty.

The faculty is led by the Executive Dean and the Executive Management Team. The schools are established around disciplines with affinities that promote integration and collaboration in teaching and research, providing a sustainable foundation upon which to build areas of strength. Its organisational structure includes:

- School of Accountancy
- School of Advertising, Marketing and Public Relations
- School of Economics and Finance
- School of Management
- QUT Graduate School of Business
- QUTeX
- School of Law

Holding the triple crown of international accreditation (AACSB, EQUIS, AMBA), the schools under Business have built a strong national and international reputation for excellence and impact across its portfolio of activities. The QUT Business School attracts high-quality students with more than 12 600 students studying across undergraduate and postgraduate levels in either single degrees or the increasingly popular double degree courses in conjunction with the university's other faculties.

QUT Business School also hosts university-wide executive education activities through QUTeX and facilitates the university's entrepreneurship initiatives through QUT Entrepreneurship.

With a long and esteemed history QUT's School of Law attracts high-quality students and delivers high-impact research that continues to make a significant and positive contribution to the ongoing development of the brand and reputation of QUT. The School of Law delivers a diverse range of undergraduate and postgraduate courses, producing graduates who are in demand because of the

reputation the school has built for teaching excellence. The School of Law, is also extensively involved in the delivery of commercial and continuing education programs for law professionals including practical legal training, satisfying the requirements for admission to professional legal practice. Based on this strong foundation the School of Law is well placed to make a significant impact globally capitalising on its size and building on its quality research and innovative education.

The faculty operates at the university's Gardens Point campus. Located in the heart of the CBD, the Gardens Point campus provides the faculty with a distinct competitive advantage to provide transformative education, research and connections with industry. The Graduate School of Business also delivers the Executive MBA and MBA program at a Canberra site.

through QUTeX. The curriculum is real world oriented, theoretically informed, innovation and technology focussed and applied. Students undertake authentic assessments while teaching and learning methods utilise technology and flexible opportunities. Our graduates can be found in their own entrepreneurial organisations, as well as in private and public sector organisations across the globe.

About the School

The School of Management is one of Australia's top management schools for research and teaching. The School of Management has a complement of 40 academic staff including leading internationally recognised researchers. Our strengths in research revolve around innovation, entrepreneurship, the digital economy, understanding of the impacts of technology on organisational management, current and future work practices, and people and performance.

Staff are research active: pursuing and winning research funds from government and industry; producing high quality publications and impactful research. The School's research makes an impact in the real world and in partnership with governments and industry, innovative solutions are created for complex problems through rigorous investigation and analysis. With some of the country's best research resources, a strong research culture and close industry links, the School of Management's research was rated Above World Average (ERA 4) in the 2018 Excellence in Research Australia exercise. The School's research success informs teaching across the Management and Human Resource Management courses at undergraduate and postgraduate levels.

Our team also works closely with the Graduate School of Business to deliver QUT's MBA and EMBA and executive education programs