

Candidate Prospectus

Associate Professor or Professor in Agricultural Biotechnology



University of the
Sunshine Coast
Australia



Acknowledgment of Country

The University of the Sunshine Coast acknowledges the Traditional Custodians of the land on which we live, work and study. We pay our respects to local Indigenous Elders past, present and emerging and recognises the strength, resilience and capacity of all Aboriginal and Torres Strait Islander people.

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Welcome to the University of the Sunshine Coast

As one of Australia's fastest growing universities, the University of the Sunshine Coast (UniSC) is ripe with opportunities for passionate, skilled and determined leaders who want to make an impact in higher education.

Founded in 1996, UniSC opened its first campus on the Sunshine Coast following a campaign from local residents who advocated for the provision of locally-provided tertiary education opportunities.

Since that time, we have strategically expanded our footprint into other regional areas that previously lacked access to higher education and now have over 18,000 students.

We work closely with local leaders, industry, and non-government partners to ensure programs, research and support services are closely aligned with each region's needs and aspirations.

The success of this collaborative model is reflected in our student numbers, with UniSC experiencing consistent enrolment growth every year we have been operating. This is a trajectory we expect to continue, as South-East Queensland's population swells from massive domestic migration – especially on the Sunshine Coast and the Moreton Bay region, where we are continuing to expand our award-winning campus and facilities.

As our size has grown, so too has our reputation. We are one of the most respected universities in Australia for our teaching quality, as acknowledged by our five-star rating in the Good Universities Guide – a title we have held for 16 consecutive years.

On the world stage, we are a recognised global leader when it comes to sustainability principles. In the 2021 Times Higher Education's Impact Rankings, UniSC was ranked as third in the world for our research, outreach and stewardship when it comes to conserving and protecting life underwater. For life on the land, we were ranked fifth – both titles a welcome recognition of our work in these specialty areas of research and stewardship.

Vision

Becoming Australia's premier regional university.

Mission

Enriching our regions, connecting with our communities and creating opportunities for all.

The standings come alongside the Australian Research Council's recognition of UniSC as a producer of world-class research in 26 areas, including environmental impact, mental and medical health, technology, and human behaviour.

UniSC's impact in national and international research continues to be fast-growing and, since 2013, we have more than tripled our annual research income to \$26 million.

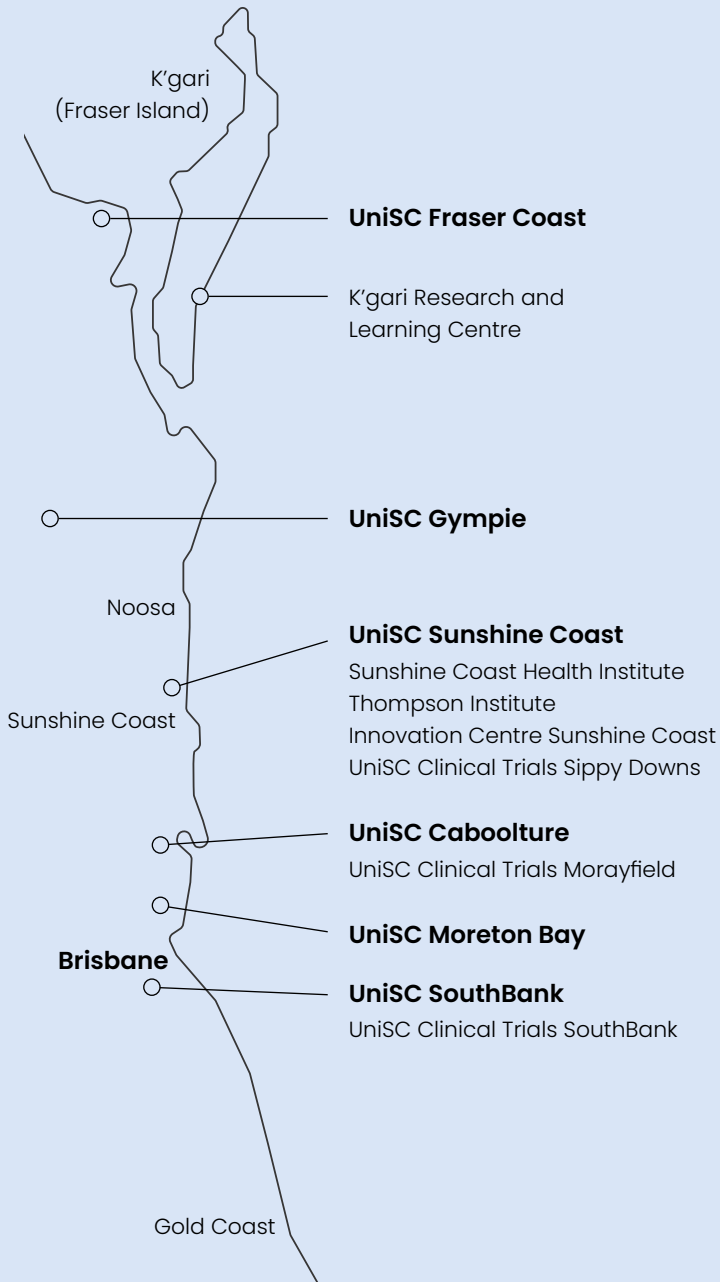
While these results are impressive, they are just the start of our story. We are young, agile and determined to become Australia's premier regional university.

We warmly encourage you to join us on this journey.

Best regards,



Professor Helen Bartlett
Vice-Chancellor and President



Our region

UniSC's campuses span from Moreton Bay to the Fraser Coast.

Our strategic expansion of campuses and specialist facilities has brought more higher education opportunities into regional communities from Moreton Bay to the Fraser Coast.

Our facilities are world class, with our campuses boasting state-of-the-art simulations labs, unique visualisation studios, nationally-accredited sporting facilities, collaborative workspaces and a mix of open areas for social activities.

We have strategic partnerships with industry leaders and service providers in shared facilities, where we collaborate and share knowledge on teaching, learning and research activities.



Our impact on economic, social, cultural and environmental development is clear, with more than 18,000 students, a diverse offering of in-demand higher education programs, \$400 million invested in infrastructure and more than \$9 billion flowing into the local economy, including through the contributions from our 30,000 graduates.

The organisation

UniSC's organisational structure supports its ambitious agenda. Strong portfolios and flat, clear reporting lines facilitate accountability, flexibility and responsiveness.

The University is governed by an 18-member **Council**, led by the **Chancellor**.

The **Vice-Chancellor and President** is responsible to University Council for strategic development, organisational leadership and day-to-day operations of the University, including governance and risk management. The Vice-Chancellor and President also oversees the Thompson Institute.

The **Deputy Vice-Chancellor Academic** chairs the **Academic Board** and oversees the academic functions of UniSC and related support areas including Schools, the Academic Support Unit and the Library. UniSC has recently transitioned to a new academic structure with five schools, including:

- Business and Creative Industries
- Education and Tertiary Access
- Health
- Law and Society
- Science, Technology and Engineering.

The **Deputy Vice-Chancellor Research and Innovation** leads research, innovation and commercialisation at the University and is responsible for the Innovation Centre. The position is responsible for building the research profile and outcomes of UniSC and identifying and developing future areas of growth.

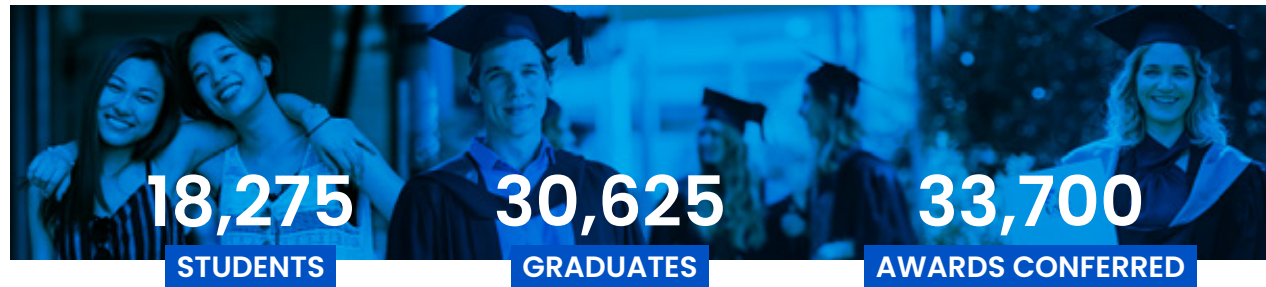
The Deputy Vice-Chancellor Research and Innovation also oversees the Research Centres and Institutes, including the Clinical Trials Centre.

The **Chief Operating Officer** advises on and oversees business functions to ensure the university's ongoing viability. The COO oversees Facilities Management, People and Culture, Information and Analytics, Information Technology, UniSC Sport and Major Projects.

The **Pro Vice-Chancellor Global and Engagement** is responsible for Marketing and Communications, the Advancement Office, the Art Gallery and the Centre for International Development, Social Entrepreneurship and Leadership. The office also oversees UniSC Caboolture, UniSC Fraser Coast, UniSC Gympie and UniSC Moreton Bay.

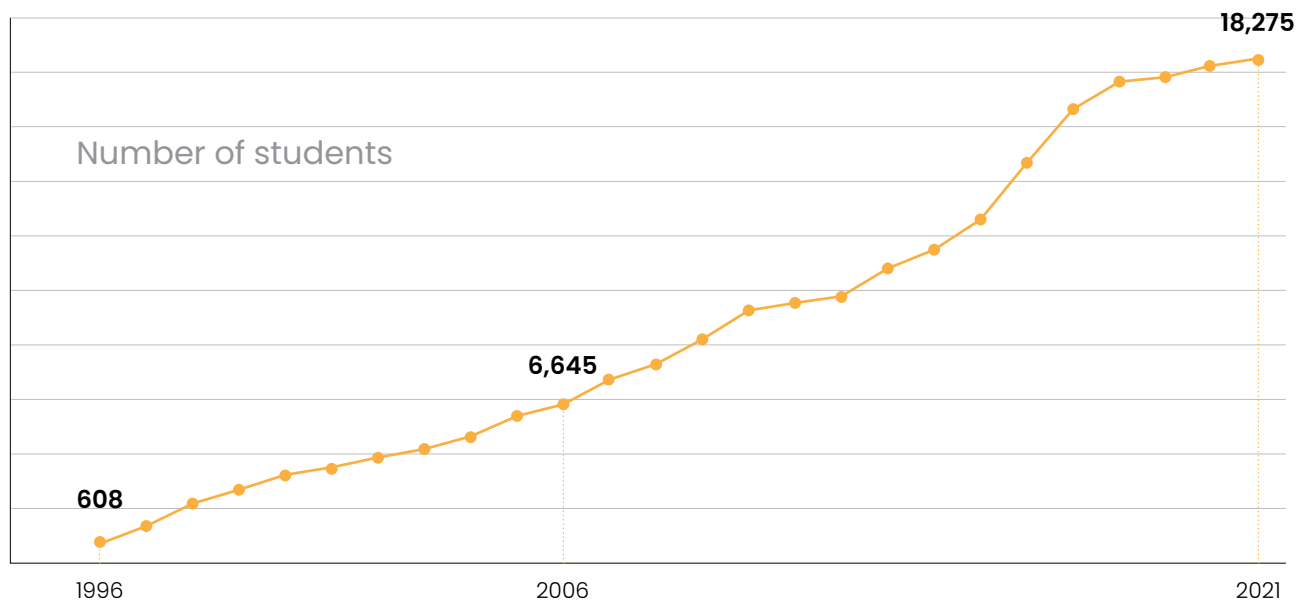
The **Pro Vice-Chancellor Students** is responsible for UniSC's strategies for student engagement and success and chairs the Learning and Teaching Committee. The PVCS also oversees Student Services and Engagement, Student Wellbeing and Indigenous Services.

Year-on-year growth



More people are choosing UniSC

Our student enrolments have doubled over the past decade.



Our culture

UniSC is a community which recognises and embraces diversity among our staff, students and community partnerships. We provide an inclusive environment where each person feels they belong and are respected, connected and empowered.

To achieve diversity and inclusion we have identified six focus areas. We acknowledge that as individuals, we all have multifaceted identities as encompassed in our understanding of diversity. Our focus areas are thus interconnected and come together in a unique way for each individual, embracing their experiences and personal perspectives.

Having a focused approach will allow us to accelerate a sense of belonging and greater inclusion for historically underrepresented individuals.

Our focus areas include

- Learning and working at all life stages
- Aboriginal and Torres Strait Islander Education
- Cultural and linguistic diversity
- Disability and inclusion
- LGBTIQ+ and community
- Gender equity

Opening the door for women in leadership

UniSC is a proud recipient of the prestigious Athena SWAN Bronze Award, granted as part of the Science in Australia Gender Equity (SAGE) initiative which aims to address and improve gender equity in the science, technology, engineering, mathematics and medicine (STEMM) disciplines. Attaining an award is recognition of our ongoing commitment to improving gender equity and ensuring that women from diverse backgrounds, as well as underrepresented groups, are best positioned to reach their full potential.

Gender-diverse leadership at executive level is shown to increase an organisation's problem-solving ability and its lateral and critical thinking skills. Gender diversity benefits all, as teams with gender diversity have been shown to enhance performance and create stronger job satisfaction and inclusive practice.

Work-life integration

UniSC is committed to creating a supportive working environment and have a range of guidelines, policies and procedures in place to ensure that staff of all genders feel supported in maintaining a healthy work-life balance. Arrangements that may support a healthy work-life balance include flexible work hours, purchase of additional leave credits, working from home, and a variety of leave options including parental and carer's leave.

We recognise that a positive workplace and team culture supports the work life integration of our staff. This drives positive engagement, innovation, high-performance, talent attraction and retention outcomes. Work-life integration encourages diversity and inclusion of staff, recognising needs at different stages of their careers, from family responsibilities to cultural and community commitments.

LGBTIQ+ and community

We are committed to creating an inclusive environment that facilitates equitable access and full participation in employment and education and are focused on the inclusion of sexually and gender diverse identities.

As one of 65 Australian academic organisations – and the only university in Queensland – that demonstrated support for Australian Marriage Equality campaign in 2017, we remain committed to equality for sexually and gender diverse identities. The Ally Network is a UniSC support network for LGBTIQ+ students and staff to seek confidential support.

School of Science, Technology and Engineering

The School of Science, Technology and Engineering (SSTE) brings together all non-health related STEM disciplines to create a vibrant, multidisciplinary environment that fosters innovative and impactful research and educational outcomes. SSTE is located on three of UniSC's campuses at Moreton Bay, Sunshine Coast and Fraser Coast. We are excited to be part of UniSC's growing presence at our Moreton Bay Campus, with SSTE staff and students benefiting from existing facilities as well as three new buildings currently under construction and due to open in early 2023.

Our research has been independently rated as above or well-above world standard in Biology, Environmental Sciences, Agricultural and Veterinary Sciences, Materials Engineering, and Technology. We have research and funding agreements with local, national and international agencies, as well as a number of industries.

Along with UniSC colleagues from other Schools, we are founding partners with the Food and Agribusiness Network (FAN), and also members of the Advanced Robotics in Manufacturing Hub (ARM-Hub), a number of Collaborative Research Centres (SmartSat, Honey Bee Products, Marine Bioproducts), Galapagos Science Centre and the Queensland Defence Science Alliance.

We offer a number of qualifications at both undergraduate and postgraduate levels including bachelor's degrees in Animal Ecology; Computer Science; Environmental Science; Environmental Management; Engineering (Civil, Mechanical, Mechatronics, and Electrical and Electronic); Information and Communication Technology; and Science, as well as masters and doctoral degrees.

Within our science degree we offer majors in Biology, Biotechnology, Chemistry, Ecology and Mathematics. We recognise the importance of the United Nations Sustainable Development Goals (SDGs) in all that we do and, in collaboration with Future Learn, deliver online short courses for Life on Land SDG15 and Life Below Water SDG14. We pride ourselves on the practical nature of the education we deliver, right from the first semester of a degree. Additionally, we also have access to UniSC's Research and Learning Centre at Dilli Village on the beautiful world heritage island of K'gari (Fraser Island).

Our Science Discipline is a group of dedicated and talented researchers and teachers. Our research strengths include animal ecology, marine science and aquaculture, conservation and global change, natural products chemistry, biotechnology, and genetics.

In the recent independent assessment of research quality (ERA 2018) the discipline scored above or well-above world standard in environmental sciences, biological sciences, and agriculture and veterinary sciences. We pride ourselves on the quality of education we provide to our students, with UniSC having the highest overall satisfaction rate of any Queensland university in Agricultural and Environmental Science; we rank fifth out of 35 universities in Australia. Our Science and Mathematics program rates the highest in Queensland in graduate satisfaction and our graduates have the highest median income in the state, one year after graduation.

We value equity, diversity and inclusion, and foster an environment that allows us to work in a respectful and professional workplace.

The opportunity

In the Times Higher Education Young University Rankings list 2022 for the world's best universities 50 years old or younger, UniSC:

Ranked 75 in the world for universities **under 50 years**

Ranked 15 in Australia for universities **under 50 years**

In the Times Higher Education (THE) Impact Rankings 2022, UniSC placed:

1st in Queensland for Global Impact Rankings

In the top 3% globally for 'Climate Action' Impact

3rd in Australia for Global Impact to 'Life on Land'

5th globally for 'Clean Water and Sanitation' Impact

The School of Science, Technology and Engineering is seeking to recruit a Professor in Agricultural Biotechnology. The preferred applicant will have significant links with Australian and International agriculture industries, as well as state and federal agencies. We are looking for an effective champion, capable of building a significant externally funded research program at UniSC that employs and supports early career researchers and grows UniSC's Higher Degree Research Student cohort. You will have a strong track record of publications in international peer-reviewed journals, as well as demonstrable impact pathways with industry. You will connect with existing research strengths within UniSC such as the Australian Centre for Pacific Islands Research Centre.

UniSC has a number of industry partnerships that the successful applicant will be expected to develop close and effective relationships with. These include the Food and Agribusiness Network (FAN), and associated Turbine Precinct being developed on the Sunshine Coast. Applicants with connections to existing agriculture / food research clusters (e.g. Future Food Systems CRC, Food Agility CRC) are strongly encouraged to apply.



Recruitment process

How to apply

Your application should include:

- Academic CV
- A statement of suitability not to exceed three pages. This statement should outline your skills, knowledge and qualities that will make you a success at UniSC.

To apply, please visit usc.edu.au/jobs

All applications must be lodged through our website – Job Opening ID 22140

Closing Date

Applications close: **Midnight, Monday 10 October 2022**

Contact

If you have any questions about the position or for a confidential discussion, please contact:

Professor Stuart Parsons

Dean, School of Science, Technology and Engineering

Telephone: 07 5430 1217

Email: sparsons3@usc.edu.au