



# Postdoctoral Research Fellow, Human-Robot Workforce program, ARC Collaborative Robotics for Advanced Manufacturing

**FACULTY OF BUSINESS AND LAW**  
ACADEMIC DIVISION





## About the Position

The ARC Training Centre for Collaborative Robotics in Advanced Manufacturing is seeking to appoint a Postdoctoral Research Fellow to play a key role in our Human-Robot Workforce Program. This is one of the Centre's five trans-disciplinary Programs.

This role represents an exciting opportunity to contribute to strengthening existing partnerships with external stakeholders, and to help develop new and ongoing partnerships.

Transformations driven by market globalisation, mass customisation and the use of cyber-physical systems and digitisation are changing the skills and capabilities required of managers and the advanced manufacturing workforce. On-the-job coordination between robots and human workers have provided partial solutions to challenges across the sector. However, deployment of collaborative robots demands new and higher order skills, new managerial capabilities and a more diverse workforce profile. The program aims to answer research questions associated with: future skills and training needs; design and safety of jobs of the future; managing workplace readiness (culture, leadership, resistance) for the successful implementation of collaborative robotics; and the benefits robotics provides for greater workforce diversity and longevity.

The Research Fellow will coordinate and conduct projects across the Human-Robot Workforce program, assist with the supervision of higher degree research students and will be an active member of the research community within the university and across the centre's network.

The Centre is focused on collaboration and knowledge sharing between industry and research partners. This role may include periods working directly at our partner organisations, including Weld Australia (various locations around Australia) and at our university partner sites, which will involve travel outside of Brisbane and interstate.

The Centre offers a training program which has a strong emphasis on professional development as well as technical skills. The program includes opportunities to build your knowledge, skills, experience, and professional standards through on-the-job tasks, social learning and formal training opportunities.

The positions are supported by the Australian Research Council's Industrial Transformation Training Centre program which has been funded for up to 5 years.

This position reports to the Program Leader for supervision, workload management and for Performance Planning and Review (PPR).

### Key responsibilities include:

- Undertaking research activities, project administration, and coordination tasks to meet the goals, timeline and deliverables of the projects.
- Actively participating in strategic planning for Human-Robot Workforce research and development.
- Maintaining complete and accurate research records, including written and verbal reports, documenting details of IP, ethics approvals, publications, media mentions, and other key program metrics as required.
- With support from the Program Leader, developing and maintaining strategic relationships and networks with a wide range of stakeholders including industry partners, partner institutions and internal QUT partners based in other faculties.
- Liaising with collaborators and stakeholders; and generating, finalising and editing research reports, progress reports and project reports for collaborators.
- Participating and contributing to ethical, high-quality, and innovative research through activities such as quality publications, industry and end-user presentations, and conference presentations.
- Leading and participating in high-performing multidisciplinary teams and assisting with the supervision of research students both undergraduate and postgraduate.
- Partaking in and encouraging HDRs to take part in the centre's professional development program.
- Reading academic papers, journals and textbooks to keep abreast of developments in relevant disciplines.
- Implementing and administering University policy within the Faculty with respect to equitable access to education and workplace health and safety.

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 and partner organisations.

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 three (3) years with the possibility to extend for a further two (2) years.

The centre is open to flexible working arrangements including job-share and part time working.

### Location

Gardens Point campus.

## Selection Criteria

1. Completion of a doctoral qualification in Industrial/Employee Relations, HRM, Sociology of Work or related field with proven knowledge of qualitative and quantitative research techniques and methodologies, applied to organisational settings.
2. Ability to lead or contribute to research projects including identifying and tracking milestones, reporting on progress and identifying barriers to completion.
3. Demonstrated capacity to work collaboratively and proactively as part of a multi-disciplinary and multi-institution research team, as well as proven ability to work effectively with minimal supervision.
4. Demonstrated written communication skills for scholarly publications, technical reports and project documentation with a track record or capacity to publish in high quality journals.
5. Oral communication skills with a demonstrated ability to present research findings to a variety of audiences.
6. Demonstrated interpersonal skills including the ability to build relationships, influence, lead, manage conflict and communicate effectively with colleagues at all levels.

### Remuneration and Benefits

The classification for this position is Academic Level B (LEVB) which has an annual remuneration range of \$117,480 to \$139,522 pa. Which is inclusive of an annual salary range of \$99,272 to \$117,898 pa and 17% superannuation.

In July 2020 QUT staff voted in favour of a variation to its Enterprise Agreements. The variations were approved by the Fair Work Commission in August 2020.

The variation impacts leave loading (for new staff no loading will be paid or accrued during the period the variation is in effect), salary increases (the salary increase which was due to occur in the first full pay period of December 2020 has been deferred until the first full pay period of December 2021) and superannuation (superannuation will be paid to staff as though the salary increase which would have been paid in December 2020 has taken effect and, subject to the rules of the superannuation fund, a defined benefit member will continue to make contributions in alignment with the contributions made by the University). A link to the variation is [here](#).

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

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.

For further information about the position, please contact Professor Paula McDonald, Associate Dean, 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](http://www.qut.edu.au/careers) for reference number **21991**.

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

- A current resume
- Cover Letter (max. 1 page)
- Response to the selection Criteria (max. 2 pages)

**Applications close 4 October 2021**

## 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.

Our internationally award-winning Science and Engineering Centre is home to The Cube, acknowledged as one of the world's largest digital interactive learning and display spaces. QUT established the world's first Creative Industries Faculty, and we invest heavily in collaborative learning and interdisciplinary research environments, including the \$95M Education Precinct.

Further information about QUT can be obtained from the website at [www.qut.edu.au](http://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 of Business and Law

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.

## About the School of Management

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 current and future work practices, innovation, entrepreneurship, the digital economy, understanding of the impacts of technology on organisational management, 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 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.

researchers and other research end-users to provide innovative Higher Degree by Research (HDR) and postdoctoral training, for end-user focused research industries that are vital to Australia's future.

The Centre for Collaborative Robotics in Advanced Manufacturing will achieve wins for Australian businesses and the economy by developing our capability for new forms of human-robot interaction in manufacturing environments. This will benefit Australian companies, especially small businesses (who will win on process innovation and lower costs), manufacturing workers (whose jobs will become safer and higher-skilled), and the economy (through the growth of jobs and exports). The Centre will achieve this by training the next generation of manufacturing leaders, researchers, and technicians with collaborative robotics expertise to make Australian manufacturing safer, more efficient and globally competitive. We will enhance this capability by researching and sharing with industry new knowledge to improve skills, workforce diversity and readiness to power Australian manufacturing with the digitally-capable workforce of the future.

## About the Centre

The ARC Industrial Transformation Training Centres (ITTC) for Collaborative Robotics in Advanced Manufacturing is a collaboration between QUT, University of Technology Sydney (UTS) and Swinburne University of Technology and is headquartered in QUT. Although the Centre is officially hosted within the QUT Faculty of Engineering, the transdisciplinary nature of our research means that our researchers are drawn from different faculties and disciplines across all university partners.

The ARC funded ITTC scheme fosters close partnerships between university-based