



Student Success Educator (2 positions available)

EDUCATION PORTFOLIO
ACADEMIC DIVISION



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.

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.

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 Education Portfolio

At QUT we are transforming learning and teaching practices in line with our Real World Learning 2020 Vision, so that our graduates are highly skilled, enterprising, and well suited to 21st century employment and careers. We are committed to increasing the flexibility of our course offerings to enable our students and graduates to thrive in changing and complex working environments throughout their lives. Our focus is on student success, partnering with students to enhance the end-to-end learner journey, and designing and delivering high quality, flexible educational experiences that enable this.

The Education Portfolio encompasses:

- Learning and Teaching Unit
- Library
- QUT College
- QUT Entrepreneurship
- Student Ombudsman

QUT's distinctive positioning as "the university for the real world" means a commitment to and investment in real-world work integrated learning, authentic assessment, a curriculum design studio approach for innovative curriculum and an increased focus on the optimisation of digital technologies to enhance on campus and online learning.

About the Position

The primary purpose of the Student Success Educator is to provide timely and targeted services and strategies to support the student success of all QUT students.

The Student Success Educator will work in partnership with the SSG Strategic Leads, MSIT Educators, Language and Learning Educators, and Career Educators from across the faculties to contribute to the strategic priorities of the Student Success Group

This position reports to The Strategic Lead for supervision, workload management and for Performance Planning and Review (PPR). The

position will be located in centrally within the Student Success Group though can change depending upon institutional demands.

Key responsibilities include:

- Support the provision of timely, targeted and inclusive front-line services and strategies to support the retention and career success of all QUT students, such that they become independent, self-determined learners.
- Supervision of a central team of HEW5 staff
- Work in partnership with Student Success staff to promote quality, diversity, internationalisation and flexibility in career development and employability.
- Work in partnership with the SSG Strategic Leads, and Educators from across the faculties to undertake one or more of the following responsibilities:
- Design and develop innovative and strength-based subject area and discipline specific curricula materials, and support for learning tools (including digital), principles and practices
- Work closely with Peer Advisors and faculty staff to initiate, support and facilitate peer engagement, leadership development and partnership strategies
- To be aware of and work with other University service providers, e.g. Equity, Student Counselling, HiQ, to support students
- Undertake operational tasks as required for the effective delivery of services and initiatives such as rostering, data collection, recording placement and engagement outcomes, and monthly reporting.
- Compliance with health and safety policies, procedures, hazard reporting and safe work practices.

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

Type of appointment

This appointment will be offered on a fixed-term, full-time basis for 12 months.

Location

Kelvin Grove and/or Gardens Point campus.

Selection Criteria

1. Education, training and/or experience equivalent to professional qualification in a field related to career development practice with experience demonstrably consistent with the competencies set down in the Professional Standards for Australian Career Development Practitioners.
2. Proven experience in promoting and teaching others to develop the strategies needed to engage effectively in career development and employability in physical (face-to-face) and virtual environments.
3. Demonstrated understanding of the issues which affect adult career development, retention and success in higher education as well as a commitment to working from a social justice framework.
4. Demonstrated expertise in one or more of the areas that promote student success, such as peer programs, student partnership and student leadership development, retention strategy development and information systems management, work integrated learning, curriculum design and development
5. Demonstrated ability to work in partnership with a diverse range of student and staff stakeholders at all levels of an organisation and from culturally diverse backgrounds. To be an effective team member and be flexible and agile in relation to institutional changes in response to the moving needs of the student population.
6. Highly effective written, verbal and digital communication skills.

As outlined in the Change Management and Implementation Plan, Selection Criterion 1 will not be assessed as part of this selection process.

Remuneration and Benefits

The classification for this position is Higher Education Worker Level 7 (HEW7) which has an annual remuneration range of \$101,660 to \$111,203 inclusive of an annual salary range of \$86,889 to \$95,045 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.