

Research Station Support Services Assistant (Heron Island) – Identified (s25)

Faculty of Science



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Acknowledgement of Country

The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which UQ operates. We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country. We recognise their valuable contributions to Australian and global society.

Heron Island Research Station

Heron Island Research Station has been a hub for groundbreaking coral reef research and education for more than 70 years.

Located on the southern Great Barrier Reef and surrounded by pristine coral reef habitats, we offer researchers, students and teachers unrivalled access to one of the world's most biodiverse marine ecosystems.

Information for prospective staff

Information about life at UQ including staff benefits, relocation and UQ campuses is [available online](#).



Role of the Research Station Support Services Assistant

About this opportunity

We are seeking two Research Station Support Services Assistants to play an active role in the stewardship and day-to-day operations of Heron Island. This position contributes to ensuring that cultural knowledge, values, and perspectives are respected and embedded in the work undertaken on the island. This role supports culturally informed environmental management and research activities, while fostering respectful engagement between UQ staff, researchers and visitors with the island's cultural heritage.

We are recruiting two complementary positions: one position with a stronger emphasis on **maintenance and facility operations**, and one position with a stronger emphasis on **administration, outreach, and research support services**.

Working as part of a collaborative team, both Research Station Support Services Assistant roles contribute to the overall daily operations of UQ's research stations. This work may be supporting the delivery of specific services including scientific (e.g. laboratory and aquaria), boating, snorkelling and diving, administrative, general maintenance and other operational tasks and activities required to maintain the safe and effective functioning of the research station.

The positions are primarily based at the Heron Island Research Station within the Faculty of Science and report to the Research Station Operations Manager (Heron Island). From time to time, the role may also provide support to other UQ research stations and associated infrastructure, depending on operational requirements.

On-site accommodation will be provided by UQ while undertaking work on Heron Island.

Take our [virtual tour](#).

Duties

Duties and responsibilities include, but are not limited to:

- Work collaboratively with other teams to support the effective operation of the research station, including facility maintenance, logistics, administration and operational support tasks, operating equipment, manual handling and supporting general facility upkeep.
- Contribute to emergency preparedness and response activities as required, including supporting responses to events such as tropical cyclones or marine incidents.
- Support the incorporation of Traditional Owner cultural knowledge and values into station operations, promoting respectful engagement with UQ staff, researchers and visitors regarding the cultural heritage of Heron Island.
- Assist with the setup, use and maintenance of scientific equipment in laboratories, aquaria and teaching spaces to support research, teaching activities and environmental data collection.



- Support boating operations by assisting with the use and maintenance of domestic commercial vessels and associated equipment, including crewing activities in accordance with AMSA requirements.
- Contribute to the safe use and maintenance of diving equipment and support diving operations in accordance with relevant safety standards (AS/NZS 2299).
- Assist with booking and administrative systems for research station services, including processing documentation, confirming bookings and reconciling purchases.

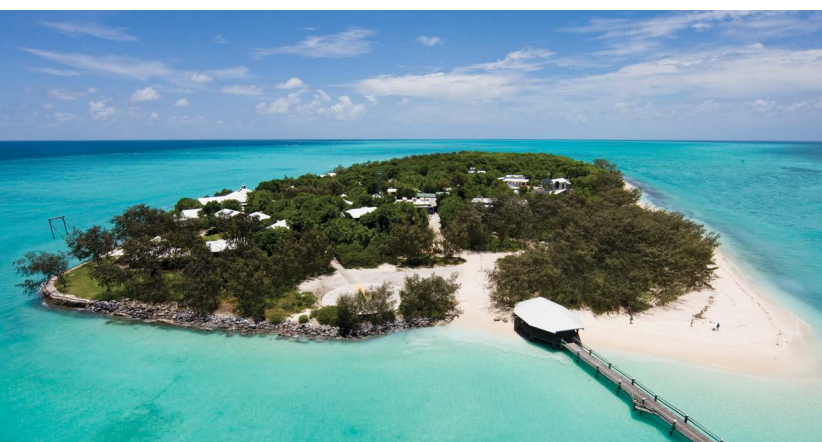
Other

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, Faculty, Institute or 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.
- The University's [Strategic Plan](#).
- The University's [Stretch Reconciliation Action Plan \(RAP\)](#)..

Organisational relationships

The position reports to Caitlin Lawson, Research Facility/Infrastructure/Station Manager.



About you

Genuine Occupational Requirement: The University of Queensland considers that to perform this role, it is essential that the person is an Aboriginal or Torres Strait Islander person. It is therefore a genuine occupational requirement under section 25 of the *Anti-Discrimination Act 1991 (Qld)*.

The successful candidate will be required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.

- Must be a Traditional Owner of the Bailai, Gurang, Gooreng Gooreng or Taribelang Bunda Peoples – the Traditional Custodians of the land and sea Country encompassing Heron Island and surrounding areas.
- Connection to and knowledge of the cultural heritage, traditions, and values of the Traditional Owners of Heron Island and surrounding areas.
- Vocational training qualification (or ready ability to acquire) in science, business, or a trade with relevant experience, **OR** an equivalent combination of relevant experience, education, and training.
- Demonstrated ability to follow complex processes and systems, ideally where necessary for health and safety, animal ethics, and/or environmental compliance.
- Current holder of (or ready ability to attain and maintain) the necessary qualifications and experience for formal recognition in the operation of plant and heavy machinery.
- High level computer literacy skills including the ability to use, or learn to use, software applications associated with analytical instruments and business operations.
- Demonstrated high level of interpersonal skills, with a proven ability to develop and sustain strategic relationships, to work collaboratively and undertake effective consultations with client groups.

Additional information

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](#) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to talent@uq.edu.au.



What we can offer

This is a full-time, continuing position at HEW Level 4.

The full-time equivalent base salary will be in the range \$79,096 – \$83,863 plus super of up to 17%.
The total FTE package will be in the range of \$92,542 – \$98,119.

You will be able to take advantage of recreation leave loading (of 17.5%), salary sacrificing options, discounted private health insurance and many other benefits.

For further information, please review [The University of Queensland's Enterprise Bargaining Agreement 2021-2026](#).

How to apply

All applicants must supply the following documents through the [UQ Careers](#) portal:

- Cover letter addressing key selection criteria
- Resume

To satisfy prerequisite questions and ensure your application can be considered in full, all candidates must apply via the [UQ Careers](#) portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.



A photograph of traditional Indigenous Australian weaving materials. It features several woven baskets in different colors (red, yellow, blue) and a large pile of yellow and red threads. The background is a purple fabric with a traditional Indigenous pattern.

The University of Queensland

The University of Queensland (UQ) is consistently ranked among the world's top 50 universities and one of Australia's leading teaching and research universities. UQ is driven by its mission to deliver for the public good through its transformative education, pioneering research, and meaningful engagement with local and global communities. For more than 100 years, our graduates, researchers, and educators have shaped industries, solved complex challenges, and made meaningful contributions to communities.

Four vibrant campuses

UQ's four campuses are located in South East Queensland, known for its safety, liveability and natural beauty. Our riverside St Lucia campus in Brisbane features world-class teaching and research facilities, heritage architecture, and onsite student accommodation. The Herston and Dutton Park campuses are located in the city's biomedical precinct, close to major hospitals and research hubs. Our Gatton campus is located in an agricultural region near Brisbane, offering hands-on learning in agriscience and veterinary studies, and student accommodation options.

Teaching and learning excellence

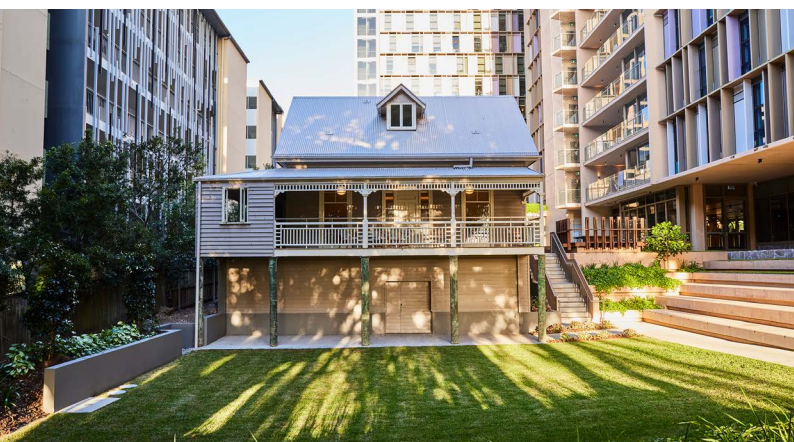
UQ has Australia's most awarded university teachers – an achievement that reflects the passion and expertise of our educators and the success of our students. Students can choose from one of Australia's most comprehensive study options offering 330+ undergraduate and postgraduate programs. UQ graduates are highly sought after and we are number 1 in Queensland for graduate employment outcomes. UQ postgraduates earn an average 33% salary increase within 3 years of graduation.

Research and innovation leadership

More than 2,500 UQ scientists, social scientists and engineers work alongside government and industry on 3,500+ active research projects – from discovery to commercialisation. Their strengths span critical areas including climate change, health and biomedical innovation, advanced manufacturing, sustainable agrifood and infrastructure. UQ is also Australia's number 1 university for commercialisation. Some of our proudest inventions include the Molecular Clamp vaccine technology recently acquired by Sanofi as part of a landmark acquisition, the world's first cervical cancer vaccine (Gardasil), and Inflazone acquired by Roche in 2020. UQ is a key partner to the delivery organisation appointed by the Queensland Government to lead the integrated masterplan for the Brisbane 2032 Olympic and Paralympic Games main stadium, venue and village precinct.

A global community

UQ welcomes a diverse and vibrant community of more than 57,000 students from 141 countries, including 22,000 postgraduate students engaged in advanced study and research. Our alumni network spans more than 355,000 people across 184 countries, making meaningful contributions as business leaders, educators, politicians, humanitarians, philanthropists, athletes, artists, and more. We value collaboration with 450+ international partners, including world-leading institutions and global agencies, to advance research, teaching and global development. UQ is a proud member of Universitas 21, Group of Eight, Universities Australia, Worldwide Universities Network, and the Association of Pacific Rim Universities.



Governance

The University of Queensland is governed by a 22-member Senate representing University and community interests. Senate is led by the Chancellor, elected by the Senate. The University of Queensland Act 1998 grants Senate wide powers to appoint staff, manage and control University affairs and property, and manage and control finances to promote the University's interests.

about.uq.edu.au/leadership-governance

Working at UQ

UQ is a great place to work and is a culturally inclusive space for staff and students, where diversity is valued. The University of Queensland (UQ) acknowledges and respects Aboriginal and Torres Strait Islander peoples as First Australians. We value and celebrate the uniqueness of knowledges, cultures, histories and languages that have been created and shared for at least 65,000 years.

Our values guide our behaviour and provide the foundation of our culture. The [UQ Strategic Plan 2026–2029](#) articulates these values, what we strive for, how we work together, and our commitment to discovering and sharing truth.

Our values

What we strive for

Creativity

We apply our creativity as a way of seeking progress. We value new ideas, seek fresh perspectives and pursue game-changing innovations and opportunities.

Excellence

We strive for excellence in everything we do. We apply the highest standards to our work to achieve the greatest impact for the benefit of communities everywhere.

Central to what we do

Truth

Truth is central to all that we do as a university. We seek truth through our focus on the advancement and dissemination of knowledge, and our deep commitment to academic freedom and freedom of expression.

How we work together

Integrity

We always act with integrity. As stewards of the University's resources and reputation, we are honest, ethical and principled.

Courage

We are courageous in our decision-making. We are ambitious, bold and agile. We demonstrate moral courage, so that we are always guided by a sense of what is right.

Respect and inclusivity

We provide a caring, inclusive and empowering environment for all. We engage respectfully with one another and promote the value that our diversity brings to our whole community.



Our commitment

UQ is committed to Aboriginal and Torres Strait Islander peoples' learning, discovery and engagement. The University's Strategic Plan outlines strategies aimed at increasing opportunities for Aboriginal and Torres Strait Islander peoples, which are supported through the implementation of the Stretch Reconciliation Action Plan and the implementation of the *Aboriginal and Torres Strait Islander Employment Strategy 2025–2027*. Here in Australia, we especially want to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities.

At a national level, in partnership with Aboriginal and Torres Strait Islander communities, we are embedding reconciliation across the University's operations through the implementation of the 'Stretch' Reconciliation Action Plan (RAP), which is now active and progressing towards completion by 2027.

The Aboriginal and Torres Strait Islander Research and Innovation Strategy will support Indigenous researchers and empower research excellence that benefits Aboriginal and Torres Strait Islander peoples, communities and organisations. We aspire to play a leading role in reconciliation as advocates with and for Aboriginal and Torres Strait Islander peoples and communities – especially through truth telling and building greater cultural understanding.

UQ provides staff with a beautiful working location and welcoming campus culture.

Working at UQ will provide you with a range of benefits including:

- flexible working culture, with access to a range of flexible working arrangements;
- cultural leave for Aboriginal and Torres Strait Islander staff;
- access to services on campus, including childcare centres;
- health and wellbeing initiatives; and
- opportunities to connect with staff networks, such as the Aboriginal and Torres Strait Islander Staff Network and the UQ Ally Network.

More information about life at UQ including staff benefits, relocation and UQ campuses is available [here](#).



Cultural support at UQ

The [Central Equity, Diversity and Inclusion](#) team provides information and support to staff and prospective staff and drives strategies and initiatives to create a safe, welcoming and inclusive space for staff at UQ that values the strength of diversity.

The Indigenous Employment Team is responsible for the development and implementation of the [Aboriginal and Torres Strait Islander Employment Strategy 2025–2027](#) which aims to support Aboriginal and Torres Strait Islander people and staff through three main objectives:

Relationships	Respect	Opportunities
UQ will strive for excellence and act with integrity in building enduring relationships with Aboriginal and Torres Strait Islander staff, students, and their communities. Genuine relationships will be nurtured through reciprocity and trust with decision-making and actions of UQ.	UQ's workplace and learning environments will be forthright in truth-telling, facilitate inclusivity and a greater understanding of Aboriginal and Torres Strait Islander histories and respect for these distinct cultures.	UQ will act with courage, explore, and embrace creativity in its policies, programs, and initiatives for opportunities to strengthen the representation of Aboriginal and Torres Strait Islander peoples employed.

Aboriginal and Torres Strait Islander staff at UQ are encouraged to celebrate their culture, history and country and are entitled to eight days of cultural leave annually to attend cultural activities, obligations and ceremony.

The [Deputy Vice-Chancellor \(Indigenous Engagement\)](#) is responsible for leading the implementation of UQ's [Reconciliation Action Plan](#) and strengthening leadership within the University in relation to Indigenous Engagement, as well as building links with the community.

The [Aboriginal and Torres Strait Islander Studies \(ATSIS\) Unit](#) strongly supports the celebration of Aboriginal and Torres Strait Islander cultures and recognises the enormous contributions that Aboriginal and Torres Strait Islander peoples and perspectives bring to UQ's learning, discovery and engagement activities and supports students from pre-enrolment through to graduation.

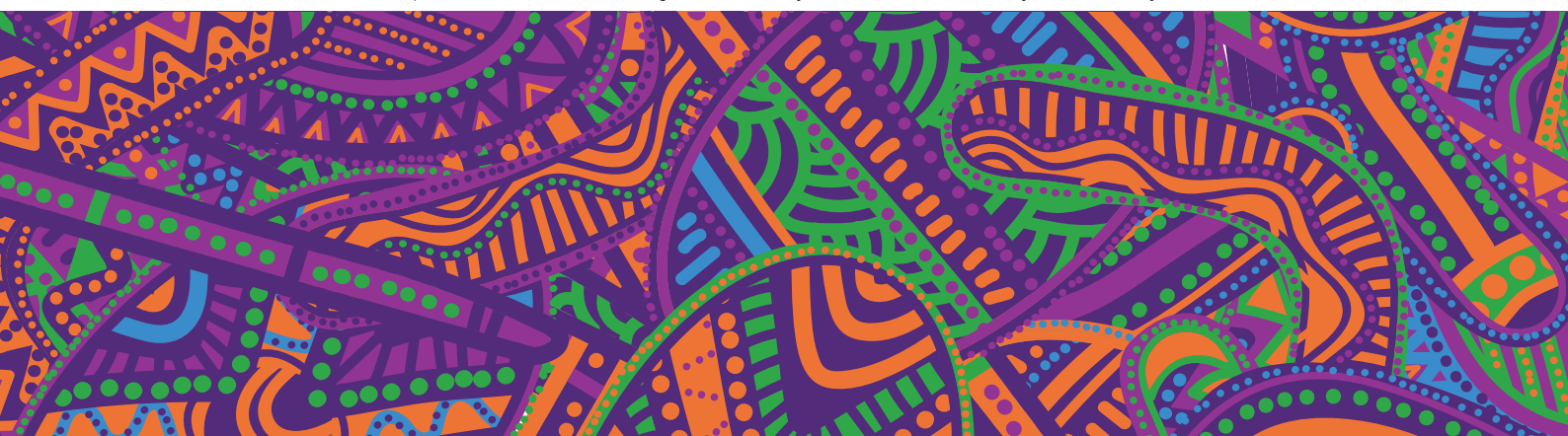
UQ's Aboriginal and Torres Strait Islander Staff Network provides a regular opportunity to get together, share stories, make connections and yarn about how UQ can keep developing as an employer of choice for Aboriginal and Torres Strait Islander peoples. There is also a network newsletter that promotes UQ jobs, training and development opportunities and useful tips, and enables us to share achievements from our community.

UQ's [Indigenous Design Framework](#) embeds Aboriginal and Torres Strait Islander perspectives into the heart of campus planning. By shaping how spaces are designed, built and experienced, it strengthens cultural visibility, sustainability, and a deep sense of connection to Country.

Through initiatives like [Storying the Archive](#) and [UQ Has Blak History](#), which highlight Indigenous stories, artefacts, and accomplishments, UQ honours the rich contributions of Aboriginal and Torres Strait Islander peoples. Through these initiatives, Indigenous voices are preserved, promoted, and integrated into the University's research, teaching, and community involvement initiatives.

More information on Aboriginal and Torres Strait Islander Staff support can be found on our [Indigenous Engagement website](#).

Brisbane River pattern from A Guidance Through Time created by Quandamooka artists, Casey Coolwell and Kyra Mancktelow



Further information

General information on the University is available through the University's [website](#).

Other documents which you may wish to refer to include:

- [Annual Report](#)
- [Governance and organisational structure](#)
- [Key statistics](#)
- [Organisational chart](#)
- [Research at UQ](#)
- [UQ Strategic Plan 2026–2029](#)
- [Global Partnerships](#)
- [Reconciliation at UQ](#)
- [Indigenous Employment Strategy](#)

In addition to the above resources, the following initiatives highlight UQ's commitment to celebrating and embedding Aboriginal and Torres Strait Islander histories, cultures, and knowledges:

- [UQ Library – *UQ Has a Blak History*](#)
- [UQ Indigenous Design Framework](#)
- [UQ Fryer Library – *Storying the Archive*](#)
- [UQ Anthropology Museum](#)

Other useful links

- [Brisbane City Council](#)
- [City of Gold Coast](#)
- [Moving to Queensland](#)
- [Australian Taxation Office](#)



For more information

Talent Acquisition Team

talent@uq.edu.au

careers.uq.edu.au