



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

# Appointment of Chief Philanthropy Officer

ADVANCEMENT AND COMMUNITY ENGAGEMENT





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## Advancement and Community Engagement

Throughout its history, The University of Queensland (UQ) has benefited from the support of its alumni and community through engagement, volunteering and philanthropic support. The St Lucia campus rests on land gifted through the Mayne siblings and the School of Veterinary Science continues to use farmland at Pinjarra Hills, donated to the University in the early 1920s. Today, the University continues to prioritise the importance of Advancement and Community Engagement including the successful delivery of UQ's first comprehensive campaign, *Not if, When – The Campaign to Create Change*. When closed in 2020 the campaign had raised \$607M from 16,643 donors across 16 countries.

We remain committed to positioning UQ as a worthy destination for philanthropy, ensuring future generations have access to educational opportunity and that we continue to deliver world leading research and innovation. Equally, our focus is on building strong relationships with more than 315,000 alumni worldwide, as Change Makers. Together we create opportunities to share knowledge, skills, ideas and provide mentoring and peer coaching opportunities, that provide lifelong beneficial partnerships. As the visible 'front door' to UQ, Advancement and Community Engagement also leads a program focused on enriching our communities through access to events, lectures, and outreach initiatives with a focus on the State as part of The Queensland Commitment.

The Vice-President, Advancement and Community Engagement (VPACE) is a member of the University's senior leadership group and advisor to the Vice-Chancellor on strategic fundraising and engagement strategy. The role is responsible for providing leadership, developing broad strategic direction and overall management for the fundraising, alumni and community engagement functions, with the objective of attracting substantial philanthropic investment and enhancing engagement opportunities with the University.

The Office of the VPACE is supported by four portfolios:

- Advancement Services
- Alumni and Community Engagement
- Philanthropy
- The Queensland Commitment Program Office

### The Queensland Commitment

A core enabling strategy within UQ's 2022–2025 Strategic Plan, [The Queensland Commitment](#) (TQC), reaffirms UQ's position as the University for Queensland. The Queensland Commitment is a pledge to provide greater opportunities for all Queenslanders to access a UQ education. The Queensland Commitment will ensure that students who aspire to study at UQ are supported to pursue an education here; regardless of financial circumstances and geographic location.

Launched in April 2024, The Queensland Commitment Roadmap clearly defines how we will continue to work in partnership with alumni, schools, communities, and all levels of government to deliver more equitable access to education by 2032.



## Role of the Chief Philanthropy Officer

### About this opportunity

The Chief Philanthropy Officer (CPO) is a leadership role focused on creating a collaborative culture of philanthropy that promotes and encourages transformative giving opportunities while also supporting and elevating the priorities of UQ's Faculty and Institute based teams. The CPO portfolio will oversee and directly support the management of all philanthropic programs and associated teams inclusive of Principal, Major, Foundation and Corporate Philanthropy, Leadership Annual Giving, and Gifts in Wills and Planned Giving, and oversight of various international giving vehicles.

The ideal candidate will be an experienced fundraising leader who is mission-driven, committed to positive working culture, highly collaborative and driven to both empower teams and innovate for future growth and impact. The CPO will be responsible for accelerating UQ's growth in fundraising and directly supporting the fundraising strategy associated with The Queensland Commitment and future comprehensive campaigns.

### Duties

Duties and responsibilities include, but are not limited to:

#### Strategic leadership

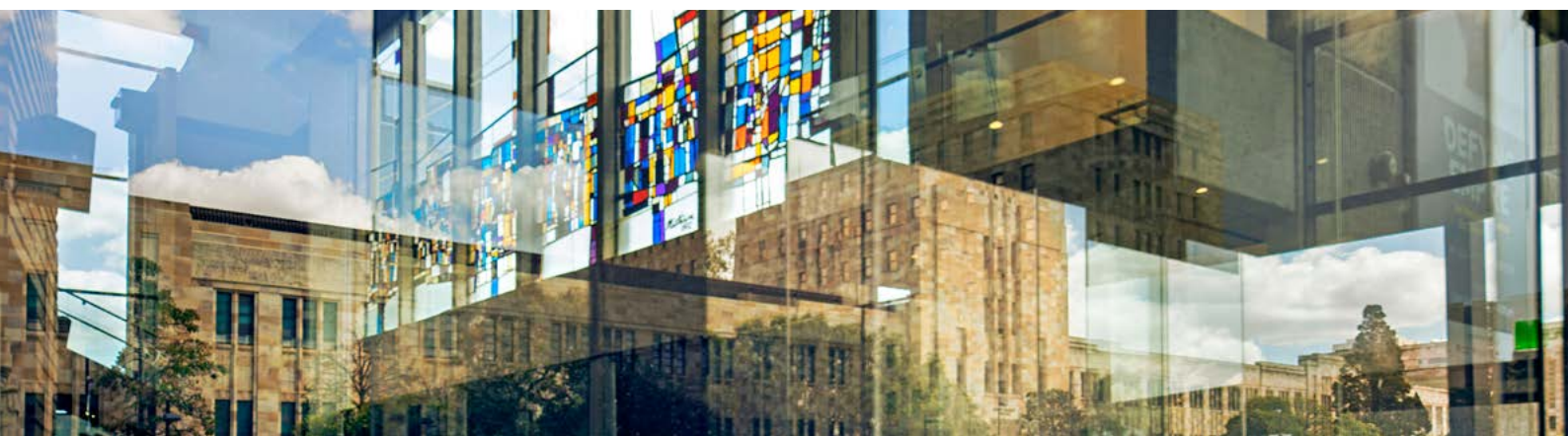
- Strengthen UQ's standing as a respected and trusted beneficiary of philanthropic support with the community, alumni, and prospective donors.
- Collaborate with Faculty and Institute Advancement team leaders and senior leadership to maintain and expand philanthropic revenue streams that align with the University's strategic direction.
- Promote and nurture a deeper understanding of philanthropy internally, taking a lead role internally to instil a collaborative and disciplined approach to philanthropic efforts across the University.
- Engage actively in the planning and execution of strategic initiatives as a collaborative and solutions oriented member of the ACE Executive Team.

#### Team leadership

- Lead an exceptional philanthropy team that sets industry benchmarks for quality, integrity, and overall professional excellence to enhance the donor experience.
- Provide effective and clear leadership – particularly in strategy development, professional development, performance coaching, team building and career progression.
- Identify and elevate transformative giving opportunities for collective contribution and understanding, inclusive of bespoke capital initiatives.
- Develop and adapt goals and activity measures in collaboration with ACE leadership using evidence-based analysis, to both drive excellence and retain a collaborative culture.

#### Fundraising

- Manage a dedicated portfolio of around 30-50 principal and major gift relationships, most often interdisciplinary.



- Provide counsel, support, and facilitate UQ wide professional development opportunities for senior University staff, including Faculty Deans, Institute Directors, and senior academic staff.
- Identify new and evolving opportunities for partnership and/or integration with affiliated entities for mutual benefit inclusive of hospitals, clinics, and grateful patient programs.
- Work closely with the International UQ Foundations to engage Board members in fundraising focused activities, ensuring outcomes and compliance.
- Continuously monitor and evaluate all philanthropic activity measures to ensure the realisation of goals and the successful attainment of set targets.
- Ensure effective and coordinated international travel plans to leverage investment and maximum impact across the team.

### Strategic operations

- Manage and strategically align relationship management with key internal partners, inclusive of Research Partnerships, and Government Relations.
- Work with ACE teams to develop compelling cases for philanthropic support.
- Work closely with Advancement Services on comprehensive operationalisation of identification, assignment, portfolio management and associated progress reporting.
- Work closely with Donor Relations to ensure reporting and stewardship partnership across UQ remain prioritised, supported, and fit for purpose.
- Directly support and contribute to the CRM transition to Salesforce to ensure fit for purpose solutions for the Philanthropy team and champion team change management.

### 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.

### Organisational relationships

The role reports to the Vice-President of Advancement and Community Engagement, is a member of the ACE Executive Team and a member of the UQ Senior Leadership Forum.





## About you

### Essential

- Completion of a postgraduate level qualification with relevant work-related experience; completion of a tertiary level qualification with significant, relevant work related experience; or equivalent combination of experience and/or education/training.
- 8-10+ years experience leading high performing and collaborative teams with an ability to promote a culture that rewards individual and collective success.
- 8-10+ years experience philanthropic fundraising experience at a senior level in tertiary University Advancement with proven success in principal level philanthropic support.
- Demonstrated leadership qualities including the ability to collaboratively partner with colleagues, anticipate and address key issues and act at a strategic level.
- Proven experience creating and successfully implementing strategic fundraising programs and ability to build and grow effective partnership with senior executives.
- Proven ability to navigate budget planning process and oversee budgets with a high degree of fiscal responsibility.
- Superior interpersonal skills with a commitment to consistent demonstration of University and ACE team values.
- Exceptional organisational skills with the demonstrated ability to meet deadlines, to work under pressure and establish priorities, with a commitment to quality outcomes.
- Outstanding written and verbal communication skills.
- Clear understanding and awareness of ethical considerations pertaining to advancement.
- Experience leading and/or championing large-scale change management programs.
- Proficient in the use of technology and the value and use of data and CRM systems.

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## Selection committee

The selection committee will be chaired by the Vice-President of Advancement and Community Engagement.



## Conditions of employment

### Employment type

This will be a five year, fixed-term appointment with the potential for renewal at Professional HEW Level 10C.

### Relocation

An attractive relocation package will be negotiated for the successful candidate.

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## How to apply

The University of Queensland is partnering with Richmond Associates for the appointment of the Chief Philanthropy Officer. For more information or to apply, please reach out to:

#### Judith Marks

+61 (0) 2 8218 2185

[jmarks@richmond-associates.com](mailto:jmarks@richmond-associates.com)

#### Julie Baker

+61 (0) 2 8218 2185

[jbaker@richmond-associates.com](mailto:jbaker@richmond-associates.com)

**Applications will close at 11:00pm AEST on June 3 2024.**



## The University of Queensland

For more than a century, The University of Queensland (UQ) has created positive change for society by delivering knowledge leadership for a better world.

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (35), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (33), QS World University Rankings (43), Academic Ranking of World Universities (51), and Times Higher Education World University Rankings (70).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy a rich campus experience, including a range of accommodation options, as well as innovative and flexible learning pathways, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 55,000 students – including the majority of Queensland's highest academic achievers as well as top interstate and overseas students – study across UQ's 4 beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include around 20,000 postgraduate and approximately 21,500 international students who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

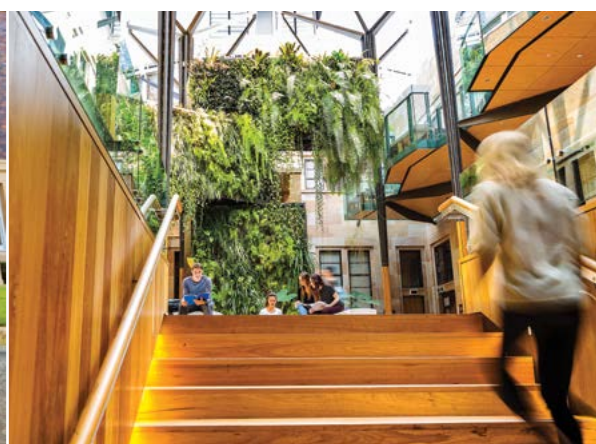
UQ's 332,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,700 PhDs.

UQ's 6 faculties, 8 globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 2,500 scientists, social scientists and engineers, who champion research excellence and continue UQ's tradition of research leadership. This is reflected in UQ being the number one recipient of Australian Research Council Fellowships and Awards nationally across all scheme years (452 awards worth \$339 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than \$57 billion.

UQ is one of only 4 Australian members of the global Universitas 21, a founding member of the Group of Eight (Go8) universities, a member of Universities Australia, and a member of the Association of Pacific Rim Universities (APRU).

UQ employs more than 7,500 academic and professional staff (full-time equivalent) and has a \$2.47 billion annual operating budget.





## 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.

[uq.edu.au/about/governance](http://uq.edu.au/about/governance)

## Strategic direction

By 2032, UQ will be known as a university that:



Delivers highly sought-after graduates, who are prepared for future success through rich and broad educational experiences



Leads as a premier provider of high-quality postgraduate and lifelong learning opportunities



Leverages the breadth and depth of its research capabilities and vibrant precincts to address the world's most pressing challenges



Is a trusted and agile partner widely regarded as a leader in entrepreneurship, knowledge exchange and commercialisation



Has an extensive global reach in education and research with a strong commitment to capacity building in the Indo-Pacific



Breaks down barriers to education through the targeted and effective Queensland Commitment



Is values-led, deeply committed to delivering for the public good and supporting our people, leading reconciliation, and embracing different life experiences and perspectives



## Strategic plan 2022-2025

### Our vision

Knowledge leadership for a better world.

### Our mission

Our core purpose is to deliver for the public good through excellence in education, research and engagement with our communities and partners: local, national and global.

### Our values

#### *What we strive for*

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#### **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*

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#### **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*

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#### **Integrity**

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

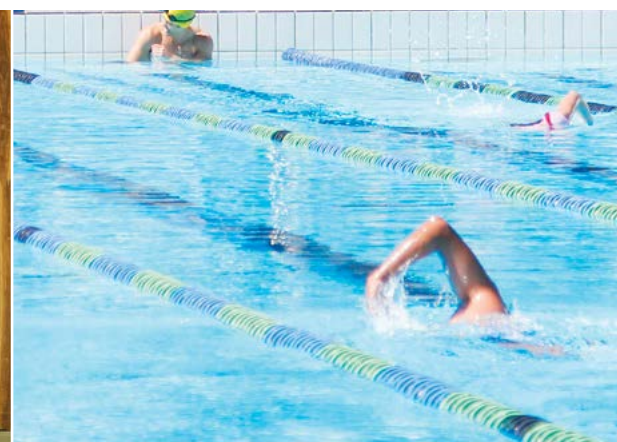
#### **Courage**

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.

[about.uq.edu.au/strategic-plan](https://about.uq.edu.au/strategic-plan)



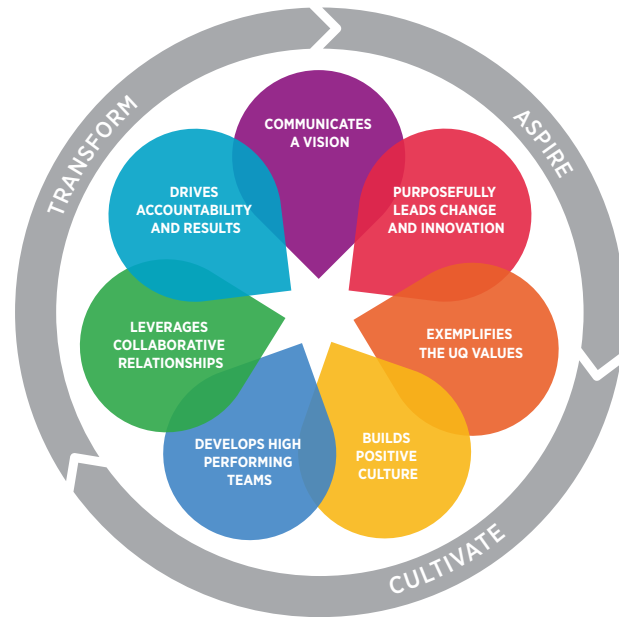


## UQ Leadership Framework

As a leader at UQ you are a role model for our values.

Our leaders act with integrity and prioritise the development and growth of our people to ensure excellence for the long term.

**The Leadership Framework is underpinned by seven capabilities expected by all UQ leaders.**



### Aspire

*Enact UQ's vision, anticipate change and leverage innovation.*

#### 1. Communicates a Vision

Develops and communicates a clear vision and direction for the future, aligned with UQ's vision, values and aspirations.

#### 2. Purposefully leads change and innovation

Remains agile and effectively manages change and unexpected disruption by finding innovative solutions.

### Cultivate

*Exemplify the UQ values and develop high performing teams and positive culture.*

#### 3. Exemplifies the UQ Values

Role models UQ values and demonstrates loyalty to the University.

#### 4. Develops high performing teams

Develops empowered and high performing teams, investing time, energy and resources into helping people achieve their potential.

#### 5. Builds positive culture

Creates respectful and constructive workplaces where people feel safe and valued, and addresses unacceptable behaviours.

### Transform

*Deliver results that make a difference and create long-term value.*

#### 6. Leverages collaborative relationships

Identifies opportunities to collaborate and forges partnerships, embracing the ethos of 'One UQ'.

#### 7. Drives accountability and results

Holds self and others accountable for delivering against objectives and is focused on creating long-term value for UQ.



## About Brisbane

Brisbane is the sunny, sophisticated capital city of Queensland and gateway to many famous attractions. Australia's third largest city and fastest-growing capital with a population of more than 2.5 million, it offers a safe, friendly, multicultural environment characterised by the Brisbane River, parklands, convention facilities, museums, theatres, art galleries, a casino, malls, shopping districts, and a host of cosmopolitan restaurants and cafes.

Selected as host city for the 2032 Olympic and Paralympic Games, visitors can expect unbeatable sports experiences in 37 world-class venues, set against a backdrop of iconic beachfronts, breath-taking rural hinterland, and an exciting city rich in culture and entertainment.

Brisbane also offers a range of lifestyle benefits. Combine artistic and outdoor adventures at South Bank, where cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs, or bike ride through the City Botanic Gardens. Or enjoy a day trip to Moreton Island, Noosa, the Sunshine Coast or Gold Coast, or visit beautiful national parks, rainforests and tourist attractions such as Australia Zoo, Dreamworld and other theme parks.

The perfect place to raise a family, Brisbane has been dubbed a food and drink lover's paradise, and is also one of Australia's most liveable and affordable capital cities, with sunny days almost all year round and enough rainfall to keep the city and suburbs cool and green.

A few hours drive north from Brisbane is the Great Barrier Reef, one of the 'natural wonders of the world'. As the largest World Heritage Area, it stretches more than 2,000 kilometres alongside the coast, and is home to around 1,500 species of fish and 350 types of coral. Stradbroke and Fraser Islands are also world-famous attractions close to Brisbane, featuring some of the largest sand dunes in the world.

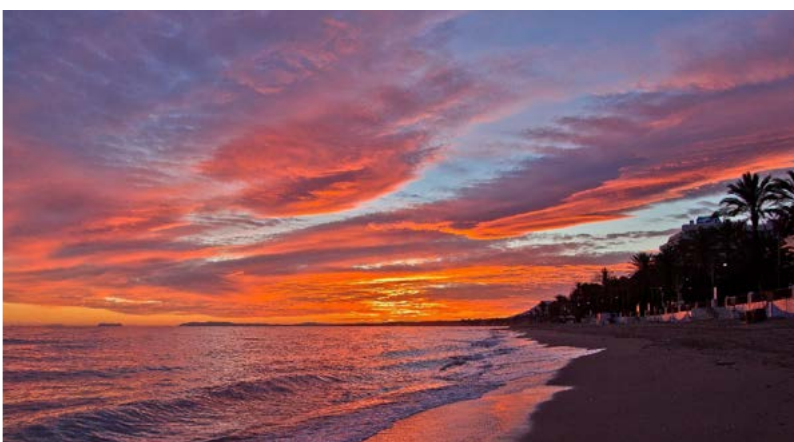
### A leader in education

Brisbane has a wide range of high-quality schools at primary and secondary level, religious and non-denominational, single-sex and co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with 3 internationally recognised universities covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia's leading research and teaching institutes, ranking among the world's top universities.

### Lifestyle

In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia's most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia's major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to health care in both public and private sectors, covering hospitals, general practitioners, dentists, and other allied healthcare professionals. The numerous public and private hospitals include the Princess Alexandra Hospital, the Mater Hospital network, the Queensland Children's Hospital, and the Royal Brisbane and Women's Hospital. Urgent and emergency medical care is readily available to everyone.



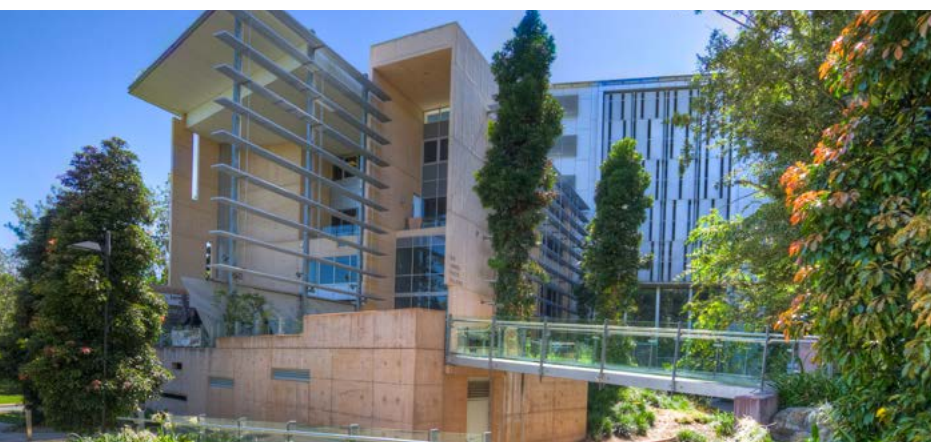


## Further information

General information on the University is available through the University's website: [uq.edu.au](http://uq.edu.au)

Other documents which you may wish to refer to include:

- Annual Report: [about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports](http://about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports)
- Governance: [about.uq.edu.au/governance](http://about.uq.edu.au/governance)
- Key statistics: [pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx](http://pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx)
- Organisation chart: [about.uq.edu.au/files/5643/org-chart.pdf](http://about.uq.edu.au/files/5643/org-chart.pdf)
- Research at UQ: [research.uq.edu.au](http://research.uq.edu.au)
- Strategic Plan 2022–2025: [about.uq.edu.au/strategic-plan](http://about.uq.edu.au/strategic-plan)
- UQ Global Strategy: [global-strategy.uq.edu.au](http://global-strategy.uq.edu.au)
- UQ Reconciliation Action Plan: [about.uq.edu.au/reconciliation/plan](http://about.uq.edu.au/reconciliation/plan)
- UQ Aboriginal and Torres Strait Islander Employment Strategy: [staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf](http://staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf)
- UQ Alumni and Community: [alumni.uq.edu.au/giving](http://alumni.uq.edu.au/giving)
- The Queensland Commitment: [partners-community.uq.edu.au/queensland-commitment](http://partners-community.uq.edu.au/queensland-commitment)
- 2023 UQ Donor Impact Report: [stories.uq.edu.au/alumni/your-impact/index.html](http://stories.uq.edu.au/alumni/your-impact/index.html)





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