



POSITION DESCRIPTION

Veterinary Clinical Sciences, Melbourne Veterinary School
Faculty of Veterinary and Agricultural Sciences

Associate Professor (Critical Care)

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| POSITION NO | 0052299 |
| CLASSIFICATION | Level D |
| SALARY | \$158,624 - \$174,754 p.a. |
| SUPERANNUATION | Employer contribution of 17% |
| WORKING HOURS | Full-time |
| BASIS OF EMPLOYMENT | Continuing |
| OTHER BENEFITS | http://about.unimelb.edu.au/careers/working/benefits |
| HOW TO APPLY | Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number. |
| CONTACT FOR ENQUIRIES ONLY | Professor Josh Slater Tel +61 3 8001 2690 Email jdslater@unimelb.edu.au <i>Please do not send your application to this contact</i> |

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

ABOUT THE POSITION

The Associate Professor (Critical Care) will provide leadership and foster excellence in teaching, clinical service and clinical research at the University of Melbourne's Faculty of Veterinary and Agricultural Sciences, Melbourne Veterinary School. Working within the University's teaching hospital, the U-Vet Werribee Animal Hospital (U-Vet), this position will provide specialist level services in the discipline. Clinical teaching will occur during provision of high quality Critical Care service at U-Vet. Clinical research will be integrated into, and driven by, the critical care case load.

As a senior member of the Faculty, the incumbent will actively participate in leadership and service both within and outside the University and broader community and be an effective member of committees at the Department, School, Faculty and University levels. The position will also play a major role in developing teaching and research within the Melbourne Veterinary School, contributing to strategic and operational plans.

As Associate Professor, the incumbent will have attained recognition as an outstanding authority within the discipline and will have extensive experience in leading, managing and developing a team. You will also have a successful record of mentoring students as well as supervision of residents and graduate students to completion. Associate Professors holding clinical appointments at the University of Melbourne will have achieved national or international recognition in their clinical discipline, outstanding performance as a scholar of national or international standing through original, innovative and distinguished contributions to the discipline in teaching and clinical research demonstrated by a record of attracting funding resulting in a sustained level of high impact publications and outputs. The incumbent will also have a record of effective leadership in the development of national or international institutional partnerships and networks as well as memberships of boards or equivalent.

As with all University staff, the effective promotion of positive engagement in learning and career development of self and others, and actively promoting equity, diversity and cultural awareness consistent with University values is an expectation of this role.

This position will be primarily located at the Werribee campus of the University of Melbourne but will be expected to teach and to attend meetings, seminars and conferences at other campuses, locations or facilities from time to time.

ABOUT US

The University of Melbourne has affirmed its position as the number one university in Australia and remains among the fastest-rising research universities in the world's top 100, according to the Academic Ranking of World Universities (ARWU). It is counted among the best universities in the world – 33 by the Times Higher Education (THE) and 32 by the US News and World Report Rankings. Please visit [Tradition of Excellence](#) for further information.

The Faculty of Veterinary and Agricultural Sciences provide over 20 courses and 300 subjects to approximately 3,500 equivalent full-time students. The Faculty provides the only professional entry veterinary program in Victoria and the Bachelor of Agriculture is the fastest growing undergraduate degree in Australia. The University of Melbourne's agriculture program is the largest in Victoria and ranked 36 in the world, whilst the Doctor of Veterinary Medicine program was the first graduate veterinary professional entry program in Australia. The Faculty is ideally placed to contemplate changes that have far-reaching consequences on its teaching, engagement and research.

1. Key Responsibilities

The University of Melbourne sets Minimum Standards for Academic Levels (MSALs) expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic.

Below is the standard for Level D academic staff.

Level D – Associate Professor or Principal Research Fellow

A level D academic will make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

A level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline. They will make original and innovative contributions to the advancement of scholarship, research and/or teaching in their discipline, and may undertake research.

The research work of a level D academic will make a major original and innovative contribution to their field of study or research and be recognised as outstanding nationally or internationally. A level D academic will play an outstanding role within their institution, discipline and/or profession in fostering the research activities of others and in research training.

1.1 TEACHING AND LEARNING

- ▶ Make outstanding, independent and innovative contributions to teaching and learning at all levels, which enhance student learning and student experience
- ▶ Lead, contribute and foster an environment of the development of new innovative programs and effectively and efficiently manage teaching and learning activities. Lead the supervision of residents to help them in the process of attaining fellowships or other specialty credentials.
- ▶ Maintain currency and high level of professional expertise with the latest ideas in the discipline to enable teaching in the discipline and keep up to date with contemporary literature and contribute to the development of lecture content.
- ▶ Develop exciting and innovative subjects and curriculum, in collaboration with colleagues, deliverable under a variety of settings.
- ▶ Provide leadership and mentoring to students, trainees, technicians and staff.
- ▶ Publish in peer-reviewed journals, articles, presentations and conference proceedings original teaching and scholarly outputs and research related to teaching and learning, pedagogy and clinical skills and outcomes.
- ▶ Ensure consistently strong teaching evaluations and other evidence of positive student feedback and peer review.
- ▶ Design and mark appropriate assessment tasks and undertake the administrative functions including the Learning Management System (LMS) website connected with assigned subjects.

1.2 CLINICAL

- ▶ Provide outstanding leadership with the development of Critical Care services and provide excellent services to patients and clients, ensuring that clinical services meet the standards of national and international accreditation bodies, and are recognised nationally and internationally as a point of reference.
- ▶ Efficient, enthusiastic management of the Critical Care cases within the Hospital
- ▶ Assist with and/or facilitate the management of the Critical Care services and the hospital with administrative duties.
- ▶ Supervise and train veterinary staff including residents in area of Critical Care and assist in training residents in other clinical disciplines
- ▶ Maintain accurate clinical and regulatory records and ensure prompt, regular communication with clients.
- ▶ Ensure appropriate billing of clients whose animals are treated.
- ▶ Promote U-Vet clinical services to the general public and to the profession, planning with other staff members for the future direction of the hospital.
- ▶ Liaise with other staff and specialists across the hospital including but not limited to criticalists, surgeons, anaesthetists, radiologists, pathologists, as required as well as working proactively and collaboratively with clinicians in other referral services and in Primary Care to deliver optimal patient care across the hospital.
- ▶ Contribute to the development and achievement of the hospital's objectives, actively listen and seek out opinions and ideas from others.
- ▶ Contribute to, and take part in, the work of the hospital's Clinical Governance Group and, if required, the hospital's Clinical Strategy Group.

1.3 LEADERSHIP AND SERVICE

- ▶ Ensure that the clinical services delivered in the discipline area are cutting edge and representative of national or international best practice, promoting evidence based and outcomes based veterinary practice underpinned by a strong culture of continuous improvement with a clinical governance framework.
- ▶ Lead by example and ensure the values, standards and expectations for appropriate behaviour in the workplace and the best interests of a leading University are upheld as well as the University's commitment to a diverse and inclusive workplace and ensure this is reflected with your research team.
- ▶ Provide national or international leadership in the discipline and foster excellence in teaching and research.
- ▶ Contribute to strategic planning and policy decision making processes by activity participating on relevant committees at Faculty and University levels.
- ▶ Actively participate in the overall leadership and strategic goals of the Department of Veterinary Clinical Sciences.
- ▶ Ensure the strategic goals and objectives of the Department, School and Faculty are promoted and met.
- ▶ Lead and establish a research program within the discipline which is recognised nationally or internationally as a leader in the field and increases the national or international profile of the School, Faculty and University.
- ▶ Take a leading role in liaising with peers across the Faculty and the University to develop a collaborative approach to enhance teaching and learning programs of the School which is recognised nationally or internationally and increases the profile of the School, Faculty and University.

- ▶ Participate and lead in activities that strengthen the links between the University and the community which help in the dissemination and utilisation of knowledge.
- ▶ Proactively build and develop partnerships and collaborative opportunities with industry, government, commercial sectors and other stakeholders nationally or internationally.
- ▶ Provide leadership, mentoring and supervision to staff in the performance of their duties, monitoring and providing appropriate feedback.
- ▶ Foster excellence in teaching and develop best practice standards for the Faculty.
- ▶ Provide leadership, mentoring and supervision to staff in the performance of their duties, monitoring and providing appropriate feedback.
- ▶ Actively participate in professional activities including consulting, workshops and executive education courses for external participants.
- ▶ Foster a harmonious workplace environment that is conducive to productivity; promotes creativity; and rewards and recognises individuals and group achievement.
- ▶ Champion ethical debate, research, education and industry engagement in Food, Sustainability, Safety and Health related issues.
- ▶ Develop, build and foster partnerships and collaborative opportunities with industry, government, collaborators at other Universities and other stakeholders that contribute to the engagement of teaching and research in the wider community engagement.
- ▶ Promote student well-being and ensure all students are aware of all University support services, working in collaboration or seeking advice from more senior staff.
- ▶ Engage with students to maximise positive experiences and develop student experience initiatives within the curriculum that contribute to the development of a strong student cohort.
- ▶ Undertake relevant administrative tasks.
- ▶ Promote student well-being and ensure all students are aware of all University support services, working in collaboration or seeking advice as appropriate.
- ▶ Actively contribute to events such as Open Day and other activities at the Department and Faculty levels, to promote the faculty.
- ▶ Participation in continuing education events, for example practitioner seminars or tutorials.
- ▶ Promote the Service and Hospital to referring veterinarians and the wider community.

1.4 RESEARCH AND RESEARCH TRAINING

- ▶ Lead and undertake independent and innovative research and ensure findings are disseminated through seminars, conference presentations and maintain a sustained level of publications in peer-reviewed international journals recognised outstanding in the discipline at the national or international levels.
- ▶ Build and sustain strong research activities in the discipline with a focus on interdisciplinary activities where appropriate at national or international levels.
- ▶ Successfully obtain significant research funding from competitive grant and external bodies i.e. industry and government both national and international.
- ▶ Attract, supervise and mentor students ensuring timely graduate research completions.
- ▶ Attract, supervise and mentor staff and research students to public top tiered refereed journals, books or monographs, reports and refereed conference proceedings.
- ▶ Promote collaborations across institutions, international and nationally to further research in veterinary sciences related disciplines.

- ▶ Lead the development and implementation of education and research models that can be applied across a broad range of government and industry settings.
- ▶ Lead, develop and foster a strong research team and mentor more junior staff to enhance their academic careers.
- ▶ Provide leadership in developing research initiatives within the Faculty.

1.1 PEOPLE MANAGEMENT

- ▶ Manage staff issues in a timely and fair manner within University of Melbourne Guidelines.
- ▶ Create an environment where staff can accelerate personal growth and work towards achievement of career goals including promotion.
- ▶ Model the behaviour expected of leadership in the University.
- ▶ Support the University's Equity and Diversity Strategy.
- ▶ Foster a harmonious workplace environment that is conducive to productivity, promotes creativity, and rewards and recognises individuals and group achievement.

1.2 RESPONSIBILITY AND COMPLIANCE

- ▶ Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others;
- ▶ Reliably follow communications protocols and/or policies as appropriate.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.
- ▶ Behavioural Expectations - All staff are expected to maintain the following behaviours:
 - ▶ Treat everyone equitably; act fairly with staff and demonstrate respect for diversity
 - ▶ Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration.

2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address the following Criteria in their application. Please visit the University website how to address [Essential Selection Criteria](#)

2.1 ESSENTIAL

- ▶ An awarded Bachelor of Veterinary Sciences or equivalent veterinary degree registrable in Victoria with significant relevant experience in a similar position.
- ▶ Board certified or Board Eligible, suitable for or registered as a specialist such as: Diplomate status in the American College of Veterinary Emergency and Critical Care, or in the European College of Veterinary Emergency and Critical Care or equivalent specialist Fellowship of the Australian and New Zealand College of Veterinary Scientists in order to permit registration in Victoria as an Emergency and Critical Care.
- ▶ Demonstrated recognition as an outstanding authority through original and innovative scholarly and/or teaching contributions evidenced by a nationally or internationally

recognised sustained publication record of published peer reviewed journals, book chapters, conference papers and presentations.

- ▶ A successful record of securing substantial competitive research grants and an outstanding sustained record of academic publications in peer reviewed journals, book chapters, conference papers and presentations.
- ▶ Significant demonstrated experience in Critical Care, recognised at the national or international level within the discipline.
- ▶ Ability to attract and sustain funding to support scholarly or teaching from local, national and international sources and the ability to make an independent contribution through professional practice and expertise by leading, coordinating, managing and mentoring activities of other staff and teams.
- ▶ An outstanding record of success in teaching and learning at University level, including the development and delivery of material in Critical Care, management of student related issues and a record of successful research higher degree supervision.
- ▶ Excellent oral and written communication skills and capacity to work constructively and collaboratively and the ability to build rapport with all levels of staff within a diverse work environment. Strong demonstrated experience in the leadership and management of staff, creating an environment where staff can accelerate personal growth and work towards achievement of career goals, including promotion.
- ▶ Demonstrated ability to make an outstanding contribution to the governance and collegial life inside and outside the University and be recognised at the national or international level within your discipline.

2.2 DESIRABLE

- ▶ A relevant PhD in veterinary science/studies.
- ▶ Understanding of the University of Melbourne teaching and learning strategies associated with the University's strategic plan, Growing Esteem, and the implementation of the Melbourne Model.
- ▶ Experience in managing staff in a multidisciplinary setting.

2.3 SPECIAL REQUIREMENTS OF THIS POSITION

- ▶ As the Faculty of Veterinary and Agricultural Sciences is located over several metropolitan and regional campuses, staff may be required to travel to, or work from, other sites and campuses as required.
- ▶ As a veterinarian working within a 24/7 veterinary hospital, you will be required to participate in a flexible rotating roster which will include being on-call, working outside of the spread of ordinary hours of work, weekends, public and University holidays.
- ▶ This position will require physical activity including manual handling and animal restraint.
- ▶ You are required to have current vaccination status for Tetanus, Hepatitis A and B and Q fever.
- ▶ This role will be expected to adhere to Veterinary Hospital infection control guidelines.
- ▶ This position requires the incumbent to hold a current and valid Working with Children Check.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to service for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 FACULTY OF VETERINARY AND AGRICULTURAL SCIENCES

<http://fvas.unimelb.edu.au/>

The Faculty of Veterinary and Agricultural Sciences was formed in July 2014 through the merger of the former Faculty of Veterinary Science and the Department of Agriculture and Food Systems. The new Faculty creates opportunities for closer research collaborations and the formation of interdisciplinary teams to address major issues in veterinary and agricultural sciences. The Faculty's core teaching, postgraduate training, research, clinical consultancy and industry development activities are delivered at the Parkville, Werribee and Dookie campuses, and the Veterinary Hospital operates at Werribee.

Our interdisciplinary approach applies scientific, social, political and economic perspectives to address the needs of both human communities and the natural environment. We address the issues of climate change, food production and food

security, crop, plant and soil health, water management, sustainable use of resources for agriculture, animal health and disease and other problems challenging key decision makers today.

Our academic staff engage with government and industry to investigate critical societal issues and the faculty is home to University research centres dedicated to this work. They include: Animal Welfare Science Centre; Primary Industry Climate Challenges Centre; Centre for Animal Biotechnology; Centre for Equine Virology; and the Asia-Pacific Centre for Animal Health', in which the University is a core partner. Research within the Faculty has led to some outstanding outcomes including: increased agricultural productivity; vaccines and diagnostic products that have been commercialised throughout the world; enhanced animal welfare; improvements in public health; and contributions to basic understanding of animal biology.

The Faculty is the only provider of Veterinary Science courses in Victoria and one of only a small number of Universities doing so in Australia. The Bachelor of Agriculture and Bachelor of Food Science along with coursework masters in Agricultural Sciences and Food Science offers one of the most comprehensive educational programs in agricultural and food science in Australia.

5.2 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

5.3 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.4 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>