



POSITION DESCRIPTION

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

Senior Lecturer (Critical Care)

POSITION NO	0052299
CLASSIFICATION	Level C
SALARY	\$131,739 - \$151,900 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 Senior Lecturer (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), you will provide specialist level services in Critical Care. 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 caseload.

The Senior Lecturer will develop subjects and teach undergraduate and graduate students, both veterinary and non-veterinary, particularly in Critical Care as necessary for delivery of the curriculum.

The position 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, if appropriate, University levels. The position will also play an important role in developing teaching and research within the Melbourne Veterinary School, assisting with the contribution to strategic and operational plans.

The position will provide a significant degree of leadership in the Critical Care service delivery and will undertake and participate in research in the field of Critical Care including with established collaborators of the University of Melbourne.

As Senior Lecturer, the incumbent will have attained significant recognition within the clinical discipline and will have strong experience in leading, managing and developing a team as well as demonstrated capacities to collaborate effectively and build successful teams by fostering academic excellence in others. The incumbent will also have a successful record of mentoring students as well as supervision of residents.

Senior Lecturers holding clinical appointments at the University of Melbourne will have achieved significant performance as a scholar of national standing through original, innovative contributions recognised as being influential in expanding the knowledge of the discipline. They will also have a demonstrated 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 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 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 C academic staff.

Level C – Senior Lecturer or Senior Research Fellow

A Level C Academic will make a significant contribution to the discipline at the national level. In research, scholarship and/or teaching they will make independent and original contributions, which expand knowledge or practice in their discipline and have a significant impact on their field of expertise.

A Level C Academic will make a significant contribution to research and/or scholarship and/or teaching and/or administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. They may undertake research. They will play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of, and related administration for, the coordination of a large award program or a number of smaller award programs of the institution.

The research work of a Level C Academic will be acknowledged at a national level as being influential in expanding the knowledge of his or her discipline. This standing will be demonstrated by a strong record of published work or other demonstrated scholarly activities. A Level C Academic will normally provide leadership in research, including research training and supervision.

1.1 TEACHING AND LEARNING

- ▶ Make significant, independent and innovative contributions to teaching and learning at all levels, which enhance student learning and student experience under a variety of settings including DVM4 rotations and clinical skills teaching.
- ▶ Make independent contributions to the development of innovative programs which will effectively and efficiently manage teaching and learning activities.
- ▶ Supervise 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.
- ▶ Submit and assist in the securing of funding for teaching and learning activities resulting in outcomes in high impact 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.
- ▶ Ensure consistently strong teaching evaluations and other evidence of positive student feedback and peer review.

1.2 CLINICAL

- ▶ Take a leading role with development of the Critical Care service and provide excellent services to patients and clients, ensuring that clinical services meet the standards of national and international accreditation bodies.
- ▶ Assist with and/or facilitate the management of the Critical Care service and the hospital with administrative duties.
- ▶ Supervise and train staff including residents in 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 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.

1.3 LEADERSHIP AND SERVICE

- ▶ 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.
- ▶ Provide significant leadership in the discipline and foster excellence in teaching and research.
- ▶ Assist with the contribution to strategic planning and policy decision making processes by activity participating on relevant committees at Faculty and University levels, if appropriate.
- ▶ Actively promote the strategic goals of the Department of Veterinary Clinical Sciences.
- ▶ Make a significant contribution to a research program within the discipline which is recognised nationally as a leader in the field and increases the national profile of the School, Faculty and University.

- ▶ Proactively build and develop partnerships and collaborative opportunities with industry, government, commercial sectors and other stakeholders nationally.
- ▶ Actively participate in professional activities including consulting, workshops and executive education courses for external participants.
- ▶ Provide support and mentorship to grow research excellence and output and the career development of staff and students.
- ▶ Perform administrative tasks and serve on committees as directed and as appropriate for the level of appointment.
- ▶ 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.
- ▶ 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.
- ▶ 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.
- ▶ 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

- ▶ Contribute to the development and provision of excellent services in critical care 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.
- ▶ Undertake independent and innovative research and ensure findings are disseminated through seminars, conference presentations and maintain a sustained level of publications in peer-reviewed journals acknowledged as influential in expanding the knowledge of the discipline at the national level.
- ▶ Build and sustain strong research activities in the discipline with a focus on interdisciplinary activities where appropriate at the national level.
- ▶ Successfully obtain research funding from competitive grant and external bodies i.e. industry and government both national and international.
- ▶ 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.
- ▶ Contribute to 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.

1.5 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.

1.6 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: Fellowship of the Australian and New Zealand College of Veterinary Scientists, or equivalent Diplomate status in the American College of Veterinary Surgeons, or in the European College of Veterinary Surgeons.
- ▶ Demonstrated ability to take a leading role in the management of a Critical Care clinical caseload within a teaching veterinary hospital environment.
- ▶ Significant experience in undertaking original and independent teaching under a variety of settings, to DVM students and residents within the discipline.
- ▶ Recognition as being influential in a relevant discipline, evidenced by a strong record of original, innovative research contributions in peer reviewed journals, book chapters, conference papers and presentations.
- ▶ A successful record of securing competitive research grants and/or industry funding and directing research programs.

- ▶ Demonstrated evidence of the ability to provide a significant degree of leadership in scholarly and/or teaching as well as providing mentoring to staff and students.
- ▶ Demonstrated evidence of the ability to engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- ▶ Significant record of working collaboratively as a member of a team with a wide diversity of background, interests and at a variety of locations
- ▶ Demonstrated high level organisational skills and record keeping capabilities as well as well as demonstrated ability to prioritise a range of tasks, manage time effectively and meet deadlines in a busy environment.
- ▶ Well-developed interpersonal and skills appropriate for scientific audiences with the ability to build and maintain relationships with internal and external stakeholders and an ability to tailor information to different audiences in a diverse environment.

2.2 DESIRABLE

- ▶ Demonstrated experience of curriculum design, including clinical rotation teaching and assessment.

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 Health¹, 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>