



THE UNIVERSITY OF
MELBOURNE

Appointment of
**Head of School - Veterinary
Science**

Melbourne Veterinary School
Faculty of Science





Faculty of Science

Science at Melbourne is a global leader across fundamental and applied scientific research and education. Science begins with curiosity, and we are dedicated to understanding the universe from the level of sub-atomic particles to the solar system. We aim to be leaders who positively impact the community locally and globally, addressing major societal issues from climate change to disease. Our discoveries help build an understanding of the world around us.

The Faculty of Science comprises seven schools: Agriculture, Food, Forest & Ecosystems; Biosciences; Chemistry; Geography, Earth & Atmospheric Sciences; Mathematics & Statistics; Physics; and Veterinary Science. This depth of knowledge positions the faculty to better understand, explore and impact our world and humanity, within a truly comprehensive Faculty of Science.

We have more than 150 years of experience in pioneering scientific thinking and analysis, leading to outstanding teaching and learning and offer a curriculum based on highly relevant research. We aim to train students with the knowledge and intellectual flexibility to drive the industries of tomorrow and lead across all levels of society.

We offer a range of undergraduate, honours, graduate and research degrees; enrolling more than 11,500 undergraduate and 3,750 graduate students.

We are dedicated to delivering leading transformative educational outcomes, underpinned by research, and an inclusive and inspiring student experience.

Excellence comes in many forms and diversity of thought, perspective and disciplines is essential to deliver globally leading

science. At the core of our success is our focus on an inclusive environment for all in our community. Our Faculty's focus on equity, inclusion and belonging is grounded in our endeavour to ensure we are best placed to advance research, teaching and serve diverse national and global communities.

As a Science community we sit across six of the University's seven campuses – Parkville, Dookie, Burnley, Creswick, Shepparton and Werribee. This reach provides us with a unique perspective that is beneficial to our teaching and research. It also means we can offer our students a greater variety of learning experiences and internships to engage with industry partners to solve real-world issues.

We are the number one ranked science faculty in Australia, and our strength is our breadth of expertise. From lab work, fundamental research, to out in the field, our academics are global leaders. In 2022, a total of 259 lead projects were awarded, supported by competitive funding of more than \$93 million. The Faculty of Science is also currently growing its competitiveness and standing in the NHMRC space.

The Faculty is custodian of the Bio21 Molecular Science, Melbourne Energy Institute and Biotechnology Institute, Office for Environmental Programs, Australian Mathematical Sciences Institute (AMSI), the Indigenous Knowledge Institute and home to numerous Centres. The Faculty are also in the process of establishing a Biodiversity Institute.

science.unimelb.edu.au



About the School

The Melbourne Veterinary School is Australia's #1 ranked veterinary school with a proud tradition of excellence in research, education, and leadership. It sits within the Faculty of Science in Australia's #1 ranked University.

We are currently searching for a visionary, collaborative and inclusive academic to lead this School into the future and the next iteration of excellence. The school vision is firmly focused on delivering an outstanding student education experience, and research excellence and impact. The successful applicant will have the opportunity to shape the future of veterinary medicine sciences at the University, including forging a bold vision for large animal teaching and our rural campuses. To enable our strategic direction, the University of Melbourne has committed to an ambitious capital plan and educational reform. We aim to be a global leader in animal science.

The School's research capabilities and expertise focus on solving real-world problems and creating healthier and more productive communities and environments, both in Australia and globally.

The Melbourne Veterinary School has research strengths in animal diseases, zoonotic infectious diseases, production animal systems (including dairy and red meat) and animal welfare.

The Melbourne Veterinary School provides the only professional-entry veterinary medicine program in Victoria and covers a wide variety of undergraduate and postgraduate subjects across veterinary science with Australia's premiere graduate Doctor of Veterinary Medicine program, which is nationally and internationally accredited by VSAAC, RCVS and the AVMA COE.

The School is a central component of the Faculty of Sciences which has an outstanding international reputation for excellence and innovation in research, curriculum development and for links within industry, policy makers, other research institutes and the wider community.



Teaching and Research Facilities

In 2020 the University completed major upgrades to its teaching, research, and veterinary treatment facilities. These investments provide the University of Melbourne with a distinct and state-of-the-art environment to deliver highest quality in teaching and research.

The Western Edge Biosciences (WEBS). A new building for bio-veterinary and agricultural sciences was built on the University's main Parkville campus. The WEBS building creates a world-class precinct for biosciences teaching, research, and training. It has improved research performance and learning experience in the biosciences, and helps train the next generation of scientists, veterinarians, and doctors.

The Werribee campus Redevelopment. The 8,500-square-metre redevelopment of the Werribee campus saw the addition of a five-storey specialised veterinary learning and teaching building and a two-storey extension to the Werribee Animal Hospital. The new learning and teaching building has added surgical, clinical skills, anatomy, and pathology labs; a new library; welcoming common areas and collaborative learning spaces.

In conjunction with the WEBS program, these facilities also support the school in meeting requirements for American Veterinary Medical Association accreditation of the Doctor of Veterinary Medicine program, safeguarding the only globally accredited veterinary course in Victoria.

Announced in December 2022, the University has entered a partnership with Greencross, a leading national provider of comprehensive veterinary services, to lease the hospital facility. Greencross operate a veterinary general practice clinic from our Werribee campus, together with a 24-hour specialist referral and emergency hospital. Greencross also deliver high quality clinical rotations for our Doctor of Veterinary Medicine students. This is overseen by our University staff members as part of an 'embedded distributed' model for clinical teaching, which is a recognised framework for delivery by veterinary accrediting bodies. This partnership enables the delivery and excellence of the Doctor of Veterinary Medicine allowing our students greater exposure to a broad range of clinical opportunities.

In addition the School is host to numerous research facilities at the Parkville, Werribee and increasingly the Dookie campuses. There is considerable scope for a visionary leader to expand and enhance these facilities in partnership with the Faculty and University leadership

Position Summary and Selection Criteria

Classification	Level E, Professor
Salary	Level E: \$ 204,320 p.a. (pro rata for part-time) \$59,764 - Loading for managing a large UoM department plus \$40,403 for managing a large School in the Faculty of Science
Superannuation	17%
Working hours	Full time
Basis of Employment	5-year term as Head with a continuing substantive position within the school

Position Summary

The Head of School holds a significant leadership role with the School and the Faculty and will play a prominent role in developing the profile of Veterinary Sciences both nationally and globally. The Head of School will be the primary driver of the development and delivery of an internationally competitive research and education program. The Head of School will provide dynamic leadership to ensure the flawless execution of the operational and strategic plans within the school whilst looking for and encouraging cross Faculty and broader University collaboration.

The appointee will have an outstanding and eminent record as an academic leader in research and teaching and will be responsible for the development and implementation of academic strategic planning as well as engaging and linking industry with academic research focussing on value generation, novel research, and commercial opportunities. Additionally, the position will participate actively in all aspects of the school and Faculty activities, including teaching, research, research supervision, administration, and engagement.

The role of Head within the MVS, will be appointed for an initial term of five years, the incumbent will hold a substantive position within the school within their discipline.

The Head will also be responsible for building and overseeing clinical sciences research, teaching and engagement activities within the school and will supervise Group Leaders to enable delivery of high quality teaching programs and conduct of research by staff. The role will require an in-depth understanding of budgeting, finance, and resource management as well as the ability to successfully manage a diverse work force. The incumbent will contribute to the Faculty's mission through senior leadership roles as required by the Dean and will also contribute to the Faculty's strategic mission and governance.

1. Key Responsibilities

1.1 HEADSHIP OF THE SCHOOL

- Formulate and implement an ambitious plan for the future of the School in education and research
- Develop and maintain a healthy school culture where academics, professional staff and students thrive, where diversity is celebrated, mentorship is common practice and innovation respected
- Governance of the School and the establishment, development, and delivery of its strategic direction
- Lead an internationally competitive research program
- Develop and maintain a high quality undergraduate and post-graduate education program of relevance to changing market demands and global need
- Guide and develop staff and manage any people leadership issues in the school
- Oversee and guide the academic development of students
- Building and overseeing clinical sciences research, teaching and engagement activities within the Faculty
- Contribute to the management of the Faculty and School's finances and infrastructure via participation of the Faculty Executive and through effective, budgeting and expenditure control
- Effective demonstration and promotion of the values of the University, including expectations for appropriate behaviour and upholding the University's commitment to a safe, diverse, and inclusive workplace
- Leader of strategic and cultural change within the institution reflecting the need and aspirations of the school, Faculty and University
- Model effective relationships with students, academics and professional staff at all levels including the development of others through meaningful mentorship

1.2 ACADEMIC LEADERSHIP

- Encourage the pursuit of excellence in teaching and learning and in research
- Seek new opportunities for enhancing the international standing of the University and School
- Promote collaboration with other Schools or Centres
- Develop a culture of evaluation and benchmarking and strive for continuous improvement
- Maintain personal academic standing of international excellence

- Represent the interests and needs of the University to the School and the external community
- Promote the discipline and the school, and encourage academic staff to pursue opportunities for engagement, in the external community
- Represent the interests and needs of the School within the University through active engagement with the Academic Board, Faculty and other University groups and committees
- Pursue excellence and innovation in teaching and learning responsiveness

1.3 SCHOOL & FACULTY GOVERNANCE

- Establish and maintain a suitable organisation and committee structure, including appropriate delegation of authority to academic staff supervisors within the school
- Promulgate and implement University and Faculty policies within the school
- Communicate information to and from relevant University and Faculty authorities and Committees
- Consult regularly with school staff and students
- Develop and maintain the strategic and academic planning functions of the school including the setting of goals and targets and the initiation and revision of course offerings in line with strategic goals of the Faculty
- Implement quality assurance processes particularly in relation to teaching, research and supervision of students
- Allocate duties to staff in an equitable and transparent manner to ensure the effective and efficient performance of the school's teaching, research, and service functions
- Work in partnership with the Faculty to formulate and implement strategy
- When appropriate work in partnership with other Schools to explore research and teaching opportunities

1.4 STAFF GUIDANCE AND MANAGEMENT FOR PERFORMANCE

- Foster the development of staff in collaboration with the Faculty's Human Resources team (including induction of new staff and appropriate career development and guidance support for staff with a particular focus on confirmation, promotion trajectory and teaching and research excellence) within the school
- Ensure the management of human resources issues within the school in line with Faculty directions including recruitment and selection of staff, oversight performance development framework, and other relevant staff performance management issues (including advice on promotion and confirmation matters) and staff grievances
- Ensure ethical conduct in and by the school, including ethical use of communication and staff behaviour
- Promote a culture where diversity is welcomed, celebrated, and supported

1.5 FINANCIAL & INFRASTRUCTURE MANAGEMENT

- Monitor the School's finances, including working with the school/ Faculty Finance Manager and School Leadership Committee to establish budgets and plans for equipment and other infrastructure expenditure
- Actively pursue opportunities to increase revenue for the school and the Faculty as a whole
- Work with the Faculty to ensure proper management and maintenance of school space and infrastructure resources
- Ensure environmentally responsible work practice and staff and student training
- Ensure compliance with legislation, University policy and regulations and University financial management and reporting requirements

2. Selection Criteria

- A Research Doctoral Degree (PhD) in a relevant discipline area as well as a veterinary degree. Once appointed, the incumbent will be required to gain registration with the Veterinary Practitioners Registration Board of Victoria
- Specialist clinical qualification in the related discipline area with related academia publications
- Demonstrated evidence as an outstanding and innovative academic leader, with an international research reputation in the field of Veterinary Science
- Evidence of an understanding of university education delivery and quality and a willingness to collaborate across discipline boundaries
- Significant managerial experience
- Demonstrated ability to provide leadership and foster excellence in others, as well as policy development in veterinary medicine within a large institution as well as within the community, professional, commercial sectors, and industry bodies
- Demonstrable skills in building a highly functioning and inclusive workforce
- Demonstrated management of staff, financial and infrastructure resources
- The ability to effectively represent the interests of the discipline, the School/Faculty and the University in the wider community



Our Strategic Plan

Advancing Melbourne 2020 – 2030

The University's strategic direction is grounded in its purpose. While its expression may change, **our purpose is enduring: to benefit society through the transformative impact of education and research.** Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. **Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.**

We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

More information about Advancing Melbourne can be found at about.unimelb.edu.au/strategy/advancing-melbourne.



Our city

Geography

Melbourne is the capital city of Victoria - and is the second largest city in Australia with a population of more than 5 million people and a metropolitan area of 9990.5 km². The Economist Intelligence Unit has rated Melbourne one of the world's most liveable cities for six consecutive years, based on its education, entertainment, health care, research and development, tourism and sport.

The City of Melbourne municipality, in which the University's main Parkville campus is based, covers 37.7 km² and has a population of more than 143 000 people. It includes the city centre and a number of attractive inner suburbs with thriving communities and businesses.

The City of Melbourne is home to residents from 180 countries who speak more than 233 languages and dialects and follow 116 religious faiths. The Wurundjeri, Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung people of the Kulin Nation are the Traditional Owners of the land now known by its European name of Melbourne.

The City of Melbourne is recognised as Australia's cultural capital with a number of world-class galleries and museums, internationally renowned food and wine regions, and an impressive year-round calendar of events catering for all tastes.

Parkville Campus

The Parkville campus provides easy access to cafes, shops and services; libraries with extensive collections; as well as cultural and sporting facilities. Nearby Lygon Street is home to a huge variety of cafes and shops while the northern end of the University is adjacent to the popular Princes Park, hosting a range of outdoor activities.

Parkville is recognised as the hub of Australia's premier knowledge precinct, comprising eight hospitals as well as numerous leading research institutes and knowledge-based industries. Although a sizeable portion of the Faculty of Medicine, Dentistry and Health Sciences is located in Parkville, the Faculty also has academic departments co-located at a range of health services throughout the Melbourne metropolitan area and rural and regional Victoria. These include St Vincent's Hospital, The Royal Victorian Eye and Ear Hospital, Austin Hospital, Western Health, Northern Health as well as the Department of Rural Health based at Shepparton in the Goulburn Valley with health services affiliations to almost 40 smaller towns in rural Victoria.



Need further information?

General information about the University of Melbourne is available through its website at www.unimelb.edu.au

About the University of Melbourne
about.unimelb.edu.au

2020 Annual Report
about.unimelb.edu.au/strategy/annual-reports

Faculty of Science
science.unimelb.edu.au

Enquiries can be made to The Insight Group:

Dr Rohan Carr or **Ms Emily Witts**

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To Apply

Written applications providing a curriculum vitae and response to the selection criteria should be directed to:

applications@insightgroup.com.au



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