



## POSITION DESCRIPTION

Melbourne Veterinary School  
Faculty of Science

### Senior Lecturer / Associate Professor / Professor in Veterinary Pathology

<b>POSITION NO</b>	0063009
<b>CLASSIFICATION</b>	Senior Lecturer Level C / Associate Professor Level D / Professor Level E
<b>SALARY</b>	Level C \$146,050 - \$168,403 per annum (pro rata for part-time) Level D \$175,858 - \$193,740 per annum (pro rata for part-time) Level E \$226,517 (pro rata for part-time) Level of appointment is subject to qualification and experience
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>WORKING HOURS</b>	Full-time (1.0 FTE)
<b>BASIS OF EMPLOYMENT</b>	Continuing
<b>FLEXIBLE EMPLOYMENT</b>	The University of Melbourne is strongly committed to supporting diversity and flexibility in the workplace. Applications for part-time or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position.
<b>OTHER BENEFITS</b>	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/benefits</a>
<b>HOW TO APPLY</b>	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Prof Amir Hadjinoormohammadi Tel +61 (0)428 502 324 Email <a href="mailto:Amirh@unimelb.edu.au">Amirh@unimelb.edu.au</a> <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](http://about.unimelb.edu.au/careers)

## ***Acknowledgement of Country***

The University of Melbourne acknowledges the Traditional Owners of country throughout Australia. The University recognises the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of country and their continued connection to the land, waterways, songlines and culture. The University respects all Aboriginal and Torres Strait Islander People and warmly embrace those students, staff, Elders and collaborators who identify as First Nations.

## ***Position Summary***

The position of Veterinary Pathologist is a leading role that contributes to curricular development and to the theoretical and practical instruction in Veterinary Anatomic Pathology of students enrolled in the Doctor of Veterinary Medicine (DVM) program. The Veterinary Pathologist position work focus is Education (Teaching and Learning), Research and Research Training, Leadership and Service.

This position contributes to professional training of graduate students and mentor junior academic staff in Veterinary Pathology. It is also responsible for initiating and leading the planning, development, implementation of research as well as establishing collaborations with researchers in other parts of Melbourne Veterinary School (MVS) and the University, and in supervising graduate students enrolled in research and coursework degrees in Veterinary Pathology.

The appointee will lead and actively contribute to the diagnostic Veterinary Pathology service by conducting gross *post-mortem* of animals and microscopic examinations of tissues, submitted through internal and external clients.

The appointee will play a key role in the establishment of a residency program.

The position is based at the Werribee campus of the Melbourne Veterinary School and will be expected to teach at the Parkville campus from time to time.

Level of appointment will be commensurate with track record, qualifications, skills and career achievements of the applicant (noting the opening of a train link between campuses from early 2025).

### ***1. Key Responsibilities***

- ▶ As with all positions, career achievements will be interpreted relative to opportunity, including career disruptions due to caring responsibilities, time in industry, illness etc.
- ▶ The position description should be read alongside [Academic Career Benchmarks and Indicators](#).
- ▶ A level C academic has mastery of academic skills and excellent academic performance (meeting or approaching towards the benchmarks).
- ▶ A level D academic has performance of exceptional distinction and achievements that are recognised as distinguished internationally or nationally (meeting the benchmarks).
- ▶ A level E academic has outstanding performance and pre-eminence as a scholar of international standing (meeting or surpassing the benchmarks).

The appointee will be expected to:

- ▶ Conduct necropsies on a wide range of animals, adhering to the highest standards of biocontainment at the University of Melbourne
- ▶ Ensure diagnosis, interpretation and reporting of pathology results to the highest standards for student training and service to internal and external parties
- ▶ Maintain, build, lead and provide expertise across a broad range of animal species and diseases, ensuring that MVS is a leader in veterinary pathology
- ▶ Conduct and enhance laboratory and ancillary tests in accordance with Veterinary Accreditation guidelines
- ▶ Identify, build and lead emerging veterinary pathology research and diagnostic practices
- ▶ Teach, coach and mentor DVM students and pathology staff
- ▶ Provide leadership in Pathology to staff, and supervise research students and scientists
- ▶ Contribute to research in pathology for all areas of Melbourne Veterinary School and beyond

## 1.1 RESEARCH AND RESEARCH TRAINING

According to the respective level of appointment, the incumbent will be expected to:

- ▶ Prepare and submit competitive research proposals/applications for funding by external bodies, conduct research, publish research findings and clinical case reports, and foster research and extension links with agencies external to the Melbourne Veterinary School (MVS).
- ▶ Provide leadership of research activities within the Pathology group.
- ▶ Supervise and mentor DVM and other graduate research students.
- ▶ Be responsible for the day-to-day management and coordination of research activities, projects and/or programs.
- ▶ Actively engage with key stakeholders to advance research programs overall.
- ▶ Acquire additional research funding from relevant sources including industry and philanthropy.
- ▶ Collaborate with relevant stakeholders, research partners and funding agencies.
- ▶ Actively participate in research seminars, meetings and conferences, nationally and internationally.
- ▶ Expand the knowledge of the discipline(s) which impacts the field as a whole.

## 1.2 TEACHING AND LEARNING

According to the respective level of appointment, the incumbent will be expected to:

- ▶ Make independent and innovative contributions to Teaching and Learning (Education) at all levels with the preparation and delivering of didactic lectures and practical classes to, and develop multimedia teaching modules for, veterinary students and assess their knowledge, understanding, critical thinking, and their academic performance.
- ▶ Instruct veterinary students and trainee pathologists in the methods and approaches used for detailed postmortem examinations of domestic animals.

- ▶ Contribute to curricular development and the assessment of DVM students in Veterinary Anatomic Pathology.
- ▶ Participate in scheduled histopathology slide seminars and gross pathology rounds and other professional education activities convened by the Section Head.
- ▶ Provide significant academic and pastoral support and mentoring across the School, Faculty and University.
- ▶ Lead and contribute to the development of innovative education programs and effectively and efficiently manage teaching and learning activities.
- ▶ Make other education contributions as directed by the Head of School.
- ▶ Make a significant contribution to the discipline at a national and/or international level and make independent and original contributions which expand knowledge in the field.

### 1.3 LEADERSHIP AND SERVICE

According to the respective level of appointment, the incumbent will be expected to:

- ▶ Participate in the communication and dissemination of information about the discipline.
- ▶ Actively identify funding resources and seek funding to support individual or collaborative projects relating to the teaching and engagement discipline.
- ▶ Actively contribute to, and participate in, committees, events, such as Open Day and other activities, at the Department/School and Faculty levels.
- ▶ Undertake administration primarily relating to the activities of the role and in accordance with requirements and policies of the University of Melbourne.
- ▶ Attendance at relevant conferences and incorporate advances and innovation into practice.
- ▶ Lead and actively contribute to the diagnostic Veterinary Anatomic Pathology service provided by the Faculty.
- ▶ Contribute to the Veterinary profession and the discipline of Veterinary Pathology through active membership of relevant professional organisations nationally and internationally.
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster sustained, collaborative partnerships in Education, Research and/or Leadership.

## 2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address all of the following Essential Selection Criteria in their application. For information on how to address [Essential Selection Criteria](#).

### 2.1 ESSENTIAL

#### TO BE CONSIDERED TO THE APPOINTMENT OF SENIOR LECTURER, LEVEL C:

- ▶ A veterinary degree registrable in Victoria.
- ▶ A specialist qualification or membership of the Australian and New Zealand College of Veterinary Scientists in veterinary pathology, or equivalent, or a relevant discipline.
- ▶ Demonstrated significant experience in the diagnosis of diseases of domestic animals.

- ▶ A PhD or equivalent degree in Pathology or relevant discipline.
- ▶ Demonstrated experience in teaching with demonstrable evidence of skill in delivery and innovation.
- ▶ Demonstrated performance in research and research training within the discipline of pathology, as evidenced by publications in high-quality international scientific journals.
- ▶ Demonstrated ability to effectively supervise and mentor graduate students, trainee pathologists and professional (technical) staff
- ▶ Evidence of capacity to develop innovative approaches to teaching in Veterinary Science and Pathology.
- ▶ Highly developed interpersonal skills with the ability to work with staff and students from diverse backgrounds.
- ▶ Excellent written and verbal/oral communication skills, with the capacity to foster and consolidate relationships and collaborations with a range of groups, including researchers, the private sector, governmental organisations and the general community.

#### **IN ADDITION TO THE ABOVE, TO BE CONSIDERED TO THE APPOINTMENT OF ASSOCIATE PROFESSOR, LEVEL D:**

- ▶ Demonstrated and sustained record of nationally and internationally recognised research within the discipline of Pathology or a closely related field, as evidenced by publications in refereed journals or equivalent.
- ▶ Significant track record of research collaborations with government, industry, philanthropic and/or private organisations, and evidence of strong leadership in research project or program development, implementation and success.
- ▶ Record of significant success in attracting research funding, as lead investigator.
- ▶ Evidence of Leadership in University Education and Research & Research Training.
- ▶ Notable contributions to leadership of a team of pathologists, professional (technical) staff, graduate students and/or postdoctoral researchers, and clear evidence of quality supervision and mentoring to advance their careers.
- ▶ Major original and innovative contributions to their field of study or research at a national and/or international level(s).

#### **IN ADDITION TO THE ABOVE, TO BE CONSIDERED TO THE APPOINTMENT OF PROFESSOR, LEVEL E:**

- ▶ An outstanding track record in delivering research and securing funding for relevant research projects at substantial scale and/or impact.
- ▶ An established national and international reputation for academic leadership and scholarship in the veterinary pathology area.

### **2.2 DESIRABLE**

- ▶ Extensive experience in the design and evaluation of educational activities, including curriculum development.

### **2.3 SPECIAL REQUIREMENTS**

- ▶ As MVS is located over multiple campuses, staff may be required to travel between campuses as required.

### ***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 Advancing Melbourne strategy that addresses 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 strive for excellence and reach the targets of Advancing Melbourne.

### ***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 MELBOURNE VETERINARY SCHOOL**

<https://mvs.unimelb.edu.au/>

The Melbourne Veterinary School is a highly ranked veterinary school with a proud tradition of excellence in research, education, and leadership. The Melbourne Veterinary School has research strengths in animal diseases, zoonotic infectious diseases, production animal systems 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.

In January 2023, Greencross Pet Wellness Company partnered with the University of Melbourne and opened the Greencross Veterinary Hospital at the Werribee campus. This partnership allows for 24-hour specialist and emergency care for patients and working

with Melbourne Veterinary School to provide clinical rotations for the Doctor of Veterinary Medicine students.

The School is a central component of the Faculty of Science 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.

## 5.2 FACULTY OF SCIENCE

<http://www.science.unimelb.edu.au>

Science at Melbourne is a global leader across fundamental and impactful 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.

Our strength is our breadth of expertise. We are the second largest faculty in the University comprising seven schools: Agriculture, Food & Ecosystem Sciences, 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 five of the University's campuses – Parkville, Dookie, Burnley, Creswick 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.

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



### 5.3 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>.

### 5.4 ADVANCING MELBOURNE

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.

### 5.5 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>