



POSITION DESCRIPTION

Melbourne Veterinary School
Faculty of Science

Senior Lecturer/Associate Professor in Veterinary Clinical Pathology

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| POSITION NO | 0063010 |
| CLASSIFICATION | Level C – Senior Lecturer Level D – Associate Professor The applicant's level of achievement will determine the level of appointment. |
| SALARY | Level C: \$146,050 - \$168,403 p.a. (pro rata for part-time) Level D: \$175,858 - \$193,740 p.a. (pro-rata for part-time) |
| SUPERANNUATION | Employer contribution of 17% |
| WORKING HOURS | Full-time |
| BASIS OF EMPLOYMENT | Continuing FLEXIBLE EMPLOYMENT 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. |
| 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 | <i>Prof Amir Hadjinoormohammadi</i> Tel +61 (0)428 502 324 Email Amirh@unimelb.edu.au |

For information about working for the University of Melbourne, visit our website:
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 Senior Lecturer/Associate Professor in Veterinary Clinical Pathology will be appointed as a Teaching and Research Clinical Academic, focusing on the delivery of clinical pathology services and on education.

The incumbent will teach and train undergraduate and graduate students in veterinary clinical pathology, supervise specialist registration training, provide diagnostic clinical pathology services, and undertake administrative tasks, and supervise and mentor staff to ensure a smooth and efficient operation of diagnostic services and education. The position will also be expected to contribute to, support and develop research programs, with active involvement of graduate students.

The Senior Lecturer/Associate Professor will be located predominantly at the Werribee Campus of the Melbourne Veterinary School (MVS) of the University of Melbourne, but will be expected to teach and attend meetings, seminars, etc., at other campuses, particularly at the Parkville Precinct, from time to time.

The successful candidate will be appointed at either Academic Level C or D, depending on the Selection Panel's assessment of the individual's level of academic achievements.

We encourage applicants from under-represented groups, including Aboriginal and Torres Strait Islander people. To allow us to consider performance relative to opportunity, we also invite applicants to provide a brief statement (up to 1 page) that describes circumstances that may have affected their career development or progression, including career interruptions or delays, periods of part time work, or forms of bias they have experienced.

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.

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- ▶ 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 University of Melbourne benchmarks).
- ▶ A level D academic has demonstrated exceptional distinction and academic achievements that are recognised nationally or internationally (meeting University of Melbourne benchmarks).

1.1 CLINICAL

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

- ▶ Participation in the delivery of clinical pathology services to MVS and external parties. This includes the areas of haematology, biochemistry, urinalysis, cytology, coagulation and flow cytometry.
- ▶ Assume full responsibility for the running and administration of the clinical pathology services laboratory.
- ▶ Supervise and train staff, including residents in clinical pathology and pathology, and assist in the mentoring and training of residents in clinical disciplines in MVS.
- ▶ Promote clinical pathology to the profession, referring veterinarians, companies and the public
- ▶ Liaise with veterinary and professional staff in MVS and the University, including surgeons, anaesthetists, radiologists, microbiologists, parasitologists, pathologists and/or other, as required.
- ▶ The appointee will be expected to provide clinical pathology services to MVS and veterinary practices, including Greencross Hospital, other external service providers or industries as well as academic researchers and clinicians.

1.2 TEACHING AND LEARNING

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

- ▶ Develop a world-class education program around clinical service, in addition to didactic teaching.
- ▶ Make personal, independent and innovative contributions to teaching and learning at all levels (e.g., deliver lectures, workshops and seminars; set and examine assessable tasks; provide student advice; and contribute to the development of subjects and curricula).
- ▶ Provide strong academic input across MVS and Faculty, and as required, the University.
- ▶ Assist in the supervision of residents or staff members and help mentor them in the process of attaining fellowship or other specialty credentials.
- ▶ Contribute to the development of innovative programs, and effectively and efficiently manage teaching and learning activities.
- ▶ Maintain currency with the latest ideas in the discipline to enable teaching in the discipline.

1.3 RESEARCH AND RESEARCH TRAINING

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

- ▶ Identify and contribute to the application and preparation of research proposals and funding and grant applications to external bodies
- ▶ Conduct original and independent research either as principal investigator or in collaboration with others, and foster research and extension links with agencies external to the School.
- ▶ Publication of research findings and clinical case reports in international peer-reviewed scientific or clinical journals as articles, publish book chapters or books, give talks to lay audiences, industry and/or philanthropy.
- ▶ Supervise and mentor graduate research students.

- ▶ Give talks and seminars at national and international conferences, congresses or meetings.
- ▶ Give internal and external oral seminars and lectures on research and clinical topic areas.
- ▶ Attend and participate in Research Showcase events and give internal and external seminars and lectures on research and clinical topic areas.
- ▶ Perform administrative tasks linked to the role, in accordance with the University of Melbourne Operating Model.

1.4 LEADERSHIP AND SERVICE

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

- ▶ Deliver high-quality knowledge exchange and engagement activities for end-users, industry, government and the community.
- ▶ Actively participate in MVS, Faculty and/or University meetings, seminars, committees and promotional activities.
- ▶ Contribute to administrative activities, policy development and strategic activities at the Departmental, School, Faculty and/or University levels.
- ▶ Involvement in professional activities, including the participation at meetings of professional societies and at continuing education events, for example, practitioners' seminars and tutorials.
- ▶ Promote the MVS, including its clinical pathology services, to referring veterinarians and the wider community.
- ▶ Participate and contribute to meetings within MVS, Faculty, and, when appropriate, the University.
- ▶ Build and foster working relationships with the University's stakeholders, clients and staff.

2. Selection Criteria

To be considered for an 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

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

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

- ▶ A specialist qualification in veterinary pathology such as Fellowship of the Australian and New Zealand College of Veterinary Scientists in a relevant chapter.
- ▶ 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 as well as book chapters or books.
- ▶ Outstanding 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 principal/chief investigator.
- ▶ Evidence of outstanding Leadership in University Education and Research & Research Training.
- ▶ Demonstrated leadership of a team of pathologists, professional (technical) staff, graduate students and/or postdoctoral researchers, and clear evidence of outstanding 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).

2.2 DESIRABLE

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

2.3 SPECIAL REQUIREMENTS

- ▶ The successful applicant must possess a full driver's licence valid in the state of Victoria.
- ▶ 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>