



POSITION DESCRIPTION

Melbourne Veterinary School
Faculty of Science

Senior Lecturer / Associate Professor/ Professor Equine Medicine/Surgery

POSITION NO	0062896
CLASSIFICATION	Senior Lecturer Level C / Associate Professor Level D / Professor Level E
SALARY	Level C \$146,050 - \$168,408 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
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time (1.0 FTE)
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	Prof Joanne Devlin Tel +61 3 9035 8110 Email devlinj@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

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 Equine Centre within the Melbourne Veterinary School is a leader in equine limb injury prevention research and clinical equine lameness investigation and advanced imaging. As a core priority for the School and the Faculty of Science, our goal is to continue to develop this important area of research and education within the Doctor of Veterinary Medicine (DVM).

The appointee will be expected to take a leading role within the Equine Centre as part of a multi-disciplinary team providing clinical lameness and imaging services and industry-relevant Equine research at the University of Melbourne's Faculty of Science Werribee campus.

The successful applicant will be responsible for the oversight and/or provision of the Equine Centre veterinary services. The appointee will also undertake research, industry education activities and training of early-career staff. The appointee will participate in DVM student education practicals, lectures and similar classes.

The position is based at the University's Werribee campus but will be expected to travel to attend other University sites from time to time. From late 2024 the Werribee and main Parkville campus of The University of Melbourne will be linked via a train line thus facilitating connectivity.

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.

The successful candidate will be appointed at either Academic Level C, Level D or Level E dependent upon the individual's experience and track record of achievement.

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.

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).

1.1 CLINICAL SERVICES

The appointee will be expected to:

- ▶ Participate in and provide areas of leadership in clinical services provided by the Equine Centre.
- ▶ Provide mentoring guidance and training sessions to earlier-career veterinarians and researchers within the Equine Centre.
- ▶ Provide excellent service to patients and clients, ensuring that clinical services meet the standards of national and international accreditation bodies.
- ▶ Maintain accurate clinical and regulatory records and ensure prompt, regular communication with clients.
- ▶ Ensure appropriate billing of clients in a timely manner.
- ▶ At level D and E it is anticipated that the successful applicant will develop and implement a strategy for expansion and engagement with the Victorian equine industry.

1.2 IN ADDITION TO 1.1 AN APPLICANT APPOINTED AT LEVEL D WILL BE EXPECTED TO:

- ▶ Provide operational leadership of services provided by the Equine Centre and take an active role in the development of less experienced staff.

1.3 IN ADDITION TO 1.1 AN APPLICANT APPOINTED AT LEVEL E WILL BE EXPECTED TO:

- ▶ Provide outstanding operational leadership in services provided by the Equine Centre and build significant industry linkages and collaborations within the sector.

1.4 RESEARCH AND RESEARCH TRAINING

The appointee will be expected to:

- ▶ Conduct research and deliver against research objectives to meet project milestones and reporting schedules as well as fully immerse in the research culture of the Faculty.
- ▶ Prepare and be awarded funding applications for research projects, including proposals for industry groups or participants.
- ▶ Provide leadership of research teams or management of projects where applicable
- ▶ Attend and participate in Research Showcase events, including Open Day, and give internal and external seminars/lectures on topic areas relevant to the role.
- ▶ Participate in equine industry extension activities.
- ▶ Provide constructive comment and assistance in the design, conduct and analysis of results from consultancy and research activities.
- ▶ Publish the results of research activities in peer-reviewed journals, government reports or equivalent.

1.5 IN ADDITION TO 1.4 AN APPLICANT APPOINTED AT LEVEL D WILL BE EXPECTED TO:

- ▶ Provide research leadership in the area, including the coordination of research teams undertaking substantial, funded projects.

1.6 IN ADDITION TO 1.4 AN APPLICANT APPOINTED AT LEVEL E WILL BE EXPECTED TO:

- ▶ Provide outstanding research leadership in the area, including high level contributions in the formulation and achievement of research and industry advancement through substantial, funded projects.
- ▶ Work with the Head of School and the Faculty to successfully promote cross-discipline collaboration.

1.7 TEACHING AND LEARNING

The appointee will be expected to:

- ▶ Actively participate in the School's DVM and other teaching programs, including the preparation and delivery of lectures, practical classes, and workshops as directed by the Head of School.
- ▶ Actively contribute to the development and review of curriculum, and develop high quality, innovative subject material.
- ▶ Set, participate in, and mark student assessments.
- ▶ Teach equine subjects to a standard that delivers a high-quality learning experience.
- ▶ Provide academic mentoring and assistance to students and junior staff.

1.8 LEADERSHIP AND SERVICE

The appointee will be expected to:

- ▶ 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.
- ▶ Actively promote the strategic goals of the Melbourne Veterinary School and the Faculty of Science.
- ▶ Build and foster relationships to recruit, service and retain industry clients.
- ▶ Collaborate with relevant stakeholders, and professional and industry bodies, to identify strategic opportunities.
- ▶ Participation in the communication and dissemination of information relating to the discipline.
- ▶ Foster a harmonious workplace environment that is conducive to productivity, promotes creativity and rewards and recognises individual and group achievement.

1.9 IN ADDITION TO 1.8 AN APPLICANT APPOINTED AT LEVEL D OR LEVEL E WILL BE EXPECTED TO:

- ▶ Actively manage staff, ensuring you have regular conversations with your staff and are providing balanced and constructive feedback to enhance staff and team performance.
- ▶ Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
- ▶ Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- ▶ Ensure new staff participate in the university's induction program and provide a localised work area orientation.

1.10 OTHER DUTIES

The appointee will be expected to:

- ▶ Perform other tasks as requested by the supervisor or the Head of School
- ▶ Actively participate in the University Professional Development Framework
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

2. Selection Criteria

2.1 ESSENTIAL

- ▶ Proven knowledge of and experience in the equine industry.
- ▶ An awarded Bachelor of Veterinary Science, Doctor of Veterinary Medicine or equivalent degree enabling registration with the Victorian Veterinary Board.
- ▶ Specialist qualifications in an equine clinical discipline
- ▶ Excellent written and verbal communication skills and high-level interpersonal skills, demonstrated by the ability to liaise effectively and relate well to a wide range of people in various situations and work successfully in teams.
- ▶ Demonstrated ability to engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- ▶ Demonstrated capability to undertake research, delivering against research objectives evidenced by a record of peer-reviewed publications, journal articles or detailed reports, as well as oral and written presentations to industry and lay audiences.
- ▶ Capacity to attract external funding to support industry initiatives, research projects and/or scholarly activities.
- ▶ Commitment to excellence in, and capacity to deliver effective teaching to students.
- ▶ Demonstrated excellent organisational skills to meet deadlines and bring projects to a timely completion.

2.2 IN ADDITION TO 2.1, TO BE APPOINTED AT LEVEL D, APPLICANTS MUST BE ABLE TO DEMONSTRATE:

- ▶ A successful track record in obtaining external research funding from national /international competitive research bodies and other sources, including industry and government grants and directing research programs.
- ▶ An established track record of attracting and supervising postgraduate and higher degree students to completion.
- ▶ A track record of leading teams in the sector for the successful delivery of relevant outcomes.

2.3 IN ADDITION TO 2.1 AND 2.2, TO BE APPOINTED AT LEVEL E, APPLICANTS MUST BE ABLE TO DEMONSTRATE:

- ▶ An outstanding track record in developing and securing funding for industry-relevant research projects at substantial scale and/or impact.

- ▶ An established national and international reputation for academic leadership and scholarship in an equine clinical area.

2.4 DESIRABLE:

- ▶ Experience and/or Veterinary Leadership in the Australian Equine industry

2.5 OTHER JOB-RELATED INFORMATION

- ▶ As the Faculty of Science is located over several metropolitan and regional campuses, staff may be required to travel to, or work from, other sites and campuses as required.
- ▶ The ability to obtain a Victorian driver's licence is required.
- ▶ The position will be required to travel to Victorian training and racing centres to consult with industry participants.
- ▶ You are required to have current vaccination status for Tetanus, Hepatitis A and B and Q fever. Such vaccinations are available through The University of Melbourne.
- ▶ This position will require the incumbent to hold a current and valid Working with Children Check. The University can facilitate this.

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 THE EQUINE CENTRE

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

The Equine Centre, based at the University of Melbourne's Veterinary School at Werribee, is a recognised leader in equine limb injury prevention research and equine lameness investigation and advanced imaging. It offers a range of services, including of imaging modalities including scintigraphy, standing CT, standing PET scanning, and high field MRI.

5.3 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, Office for Environmental Programs, Australian Mathematical Sciences Institute (AMSI) and the Indigenous Knowledge Institute and home to numerous Centres.

5.4 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>.

5.5 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.

5.6 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>