



Position Description

Associate Lecturer in Veterinary Technology

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level A 12 months Fixed term contract Teaching Focus
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	January 2025



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

Our Students	<ul style="list-style-type: none"> • Commencing progress rate • Student experience
Our Research	<ul style="list-style-type: none"> • Research income • Research quality and impact
Our People	<ul style="list-style-type: none"> • Engagement • All injury frequency rate
Our Social Responsibility	<ul style="list-style-type: none"> • Underlying operating result • Community and partner sentiment



Faculty of Science and Health

School of Agricultural, Environmental and Veterinary Sciences

The [Faculty of Science and Health](#) is a dynamic and diverse Faculty with teaching and research expertise. The Faculty unites a broad profile of professional and industry aligned courses and our graduates are highly sought after, making a strong contribution to our regions and globally. With proven capability in the natural, physical, animal and health sciences we are delivering on our vision to enhance the scientific capability of Australia and its regions, responding to the health and well-being of our communities and having a global impact. Our students are taught in excellent facilities which can be accessed across our campus footprint and we have strong on-campus, online learning and work-integrated learning capabilities. As a leader in contemporary strategic and applied research the Faculty of Science and Health prepares future researchers through our higher degree research program and provides scientific solutions to current regional, national and global challenges both independently and in collaboration with our research institutes.

The Faculty is made up of five Schools

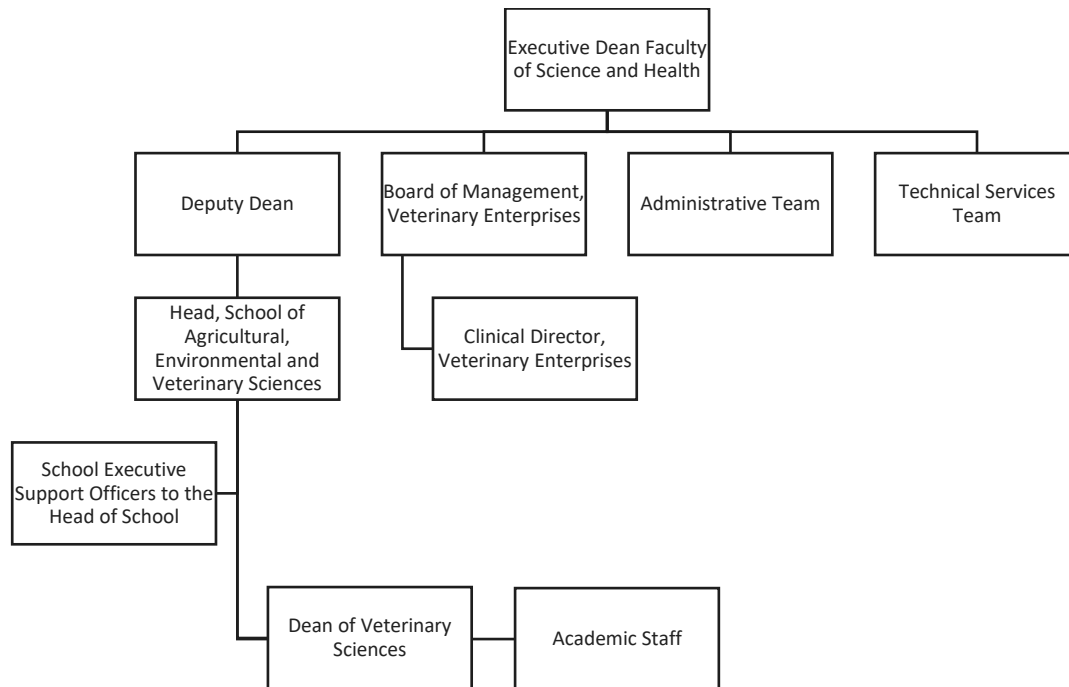
- School of Agricultural, Environmental and Veterinary Sciences
- School of Allied Health, Exercise and Sports Sciences.
- School of Dentistry and Medical Sciences
- School of Nursing Paramedicine and Healthcare Sciences
- School of Rural Medicine

We are the home of Three Rivers University Department of Rural Health, the Biosecurity Training Centre and the University Enterprises in Veterinary Practice, Dentistry and Oral Health, the Community Engagement and Wellness Centre, the Charles Sturt Winery as well as having a close relationship with the Charles Sturt farm.

Further information on the Faculty of Science and Health may be found here - <https://science-health.csu.edu.au/home>



Organisational chart



Reporting relationship

This position reports to: Dean of Veterinary Sciences

This position supervises: Nil

Key working relationships

- Head of Discipline – Veterinary Technology
- Head of the School
- Dean of Veterinary Sciences
- Associate Head of School – Learning and Teaching
- Associate Head of School – Research



Position overview

The appointee will be expected to participate in teaching and provide academic leadership in administration, as appropriate to the relevant appointment level. In particular, they will deliver and assess subjects for Veterinary Technology and where appropriately qualified, Veterinary Science students that include:

- Transition to university study and the associated development of academic literacy
- Best practice in animal handling and low stress techniques for production animals (bovine, ovine), equine and small animals (canine and feline)
- Support for the veterinary profession in diagnostics related to clinical pathology
- Support for the veterinary profession in diagnostic techniques and imaging

Principal responsibilities

- Apply Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred undergraduate learning opportunities in veterinary technology and related areas, as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which include face-to-face didactic, practical-based and online delivery and assessment.
- Contribute to collaborative processes in the design, delivery and improvement of high-quality materials, resources and experiences related to the veterinary technology curriculum and other related courses, including the giving and receiving of constructive feedback.
- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- As required, represent the School in a professional capacity, including to the relevant industries.
- Maintain a sound and current knowledge and understanding of relevant disciplines through professional engagement and/or scholarly activities or similar.
- Support the development of relationships with First Nations communities and providing access to animal health care.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

Innovative	With creativity at our core, be open to new ideas and seek to find better ways
Take Action	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)
Network	Bring people together and build relationships that deliver desired benefits and outcomes
Influence	Create compelling arguments to persuade others and promote ideas that add strategic value
Leading and supervising	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
Presenting and Communicating Information	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond the school, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.



Selection criteria

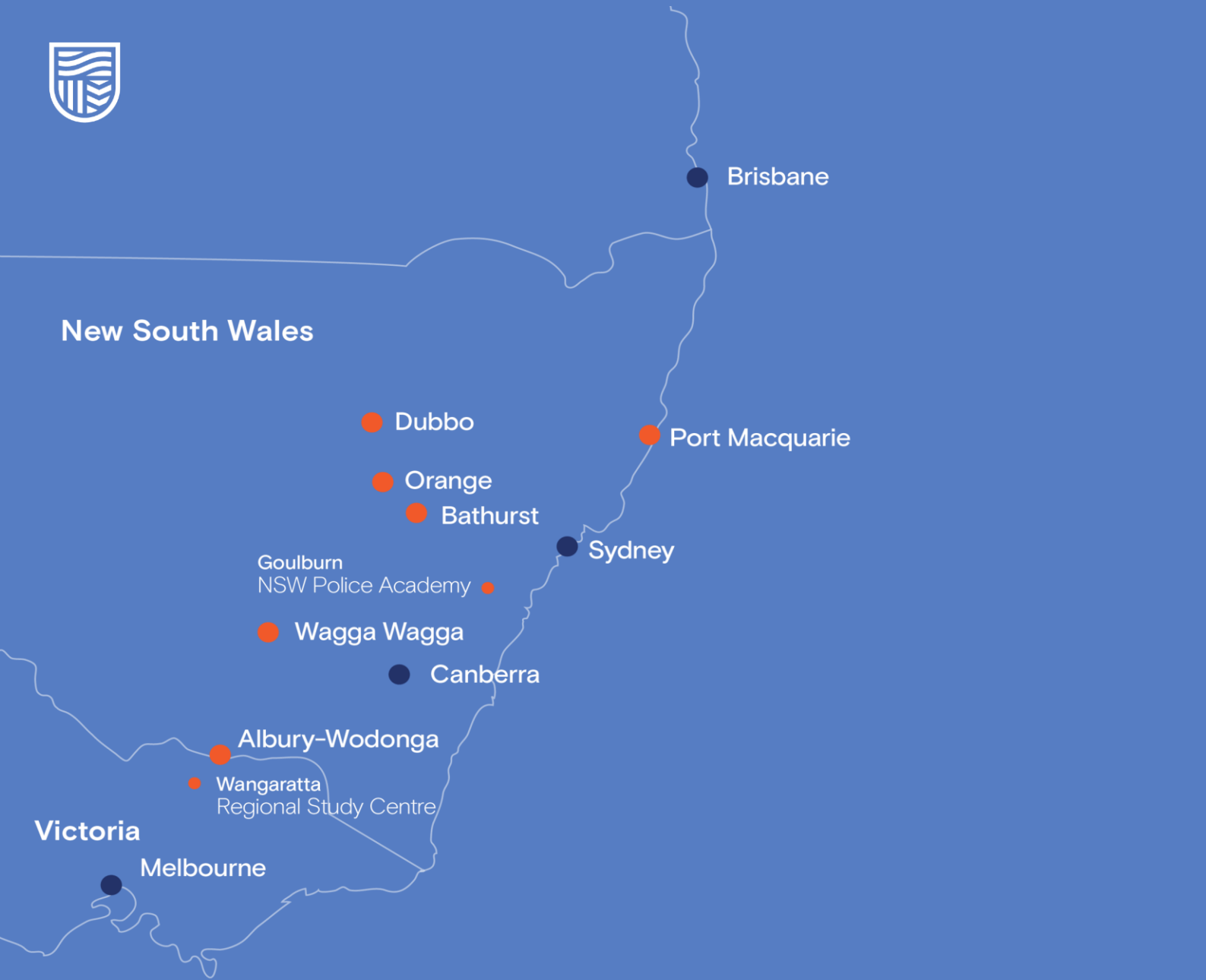
Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A degree in Veterinary Science plus relevant postgraduate or equivalent experience, accreditation and standing, including eligibility for registration with the Veterinary Practitioners Board of NSW **OR** a qualification in undergraduate Veterinary Technology/Nursing or equivalent plus relevant post graduate qualifications **AND** a minimum of five years professional experience in a veterinary clinic.
- B. Experience in delivering high-quality student-centred learning and teaching to undergraduate veterinary students, including an ability to rigorously apply assessments.
- C. Experience in delivering teaching in clinical pathology particularly sample collection and preparation, haematology, biochemistry, cytology, histopathology and urinalysis.
- D. Experience in delivering teaching in diagnostic imaging particularly radiography, ultrasound and advanced imaging techniques.
- E. Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively, including by applying culturally respectful, inclusive and safe workplace practices, with clinical and other teams within the School.
- F. Potential to build partnerships, networks and relationships within the veterinary industries to achieve professional and team objectives.

Desirable

- G. Experience in demonstrating best practice in animal handling and low stress techniques for production animals (equine, bovine, ovine) and small animals (canine and feline).



● - Capital city ● - Campus location

