

Lecturer/ Senior Lecturer/ Associate Professor in Small Animal Surgery

School of Animal and Veterinary Sciences
Faculty of Science

Classification	Level B - Lecturer Level C - Senior Lecturer Level D - Associate Professor
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Special Conditions	Participation in afterhours service and teaching across parts of three sessions is applicable.
Nature of Employment	Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	October 2019

Our University Values



Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

Faculty of Science

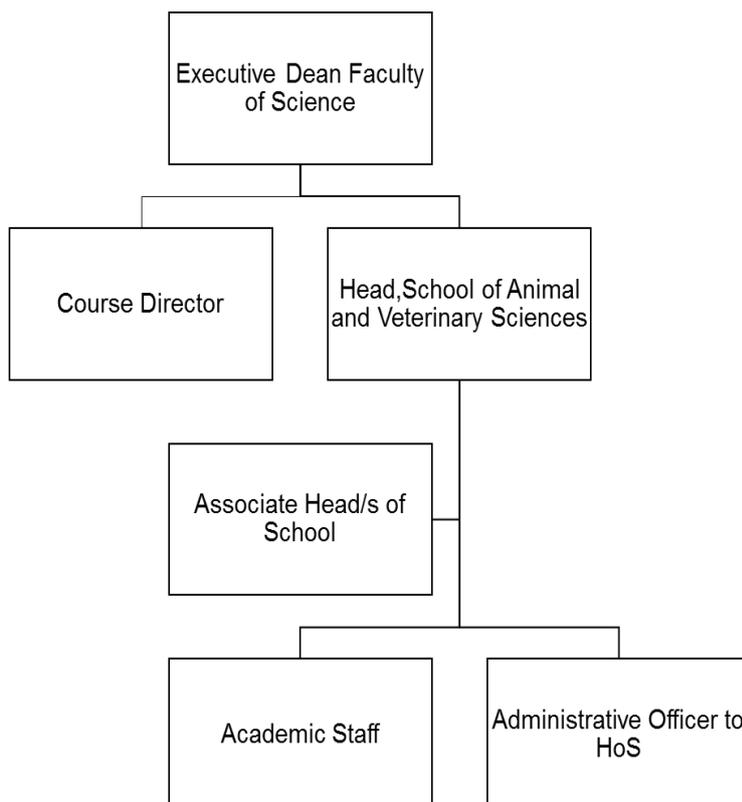
The Faculty of Science has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce job-ready graduates for a diverse range of professions. As a leader in strategic and applied research the Faculty aims to enhance and extend scientific knowledge, train and educate future researchers as well as provide scientific solutions to current regional, national and global challenges. The staff and students of the Faculty achieve their educational and research goals through ethical practice, professional collaboration, industry involvement and a commitment to continual improvement.

School of Animal and Veterinary Sciences

The School of Animal and Veterinary Sciences provides undergraduate courses in Animal Science, Equine Science, Veterinary Science and Veterinary Technology. The School has substantial infrastructure of a very high standard for training veterinary undergraduates and postgraduates, including a Veterinary Clinical Centre and Equine Centre, Veterinary Diagnostic Laboratory, and a Small Animal Referral Hospital. CSU also has a training relationship with Wagga Wagga Veterinary Hospital for student experience in primary accession practice. The School has a rapidly growing research profile and numbers of undergraduate honours and higher degree by research students.

See [School of Animal and Veterinary Sciences](#)

Organisational Chart



Reporting Relationships

This position reports to: Head of School
This position supervises: Nil

Position Overview

We are currently seeking applications from an experienced Small Animal Surgeon and/or educator to join a dynamic team focused on the delivery of excellence in undergraduate and postgraduate veterinary education and provision of referral level surgical services at the Small Animal Referral Hospital (SARH), Charles Sturt University. This facility is equipped with state-of-the-art diagnostic and surgical equipment. Advanced imaging is provided through the Veterinary Clinical Centre. Veterinarians with specialist qualification and those having completed surgical residency training are encouraged to apply. Strong consideration will also be given to applicants with advanced surgical clinical skills or relevant teaching/educator and/ or research experience.

The appointee will be expected to participate in teaching and to provide academic leadership in administration and/or research, as appropriate to the relevant appointment level. The appointee will also provide support to other small animal discipline staff in the Small Animal Referral Hospital.

Principal Responsibilities at Level B

1. Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred undergraduate learning opportunities in small animal surgery and related areas, as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face-to-face didactic or Problem-Based Learning (PBL) and online teaching and assessment.
2. Actively contribute to collaborative processes in the design, delivery and improvement of high quality materials, resources and experiences related to small animal surgery within the Veterinary Science curriculum and other related courses, including the giving and receiving of constructive feedback.
3. Contribute to referral and/or advanced small animal surgical services and develop strong links with professional bodies and veterinary practitioners as appropriate.
4. Participate in research including student supervision in small animal surgery or related areas, as appropriate.
5. Actively contribute to high performing teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
6. Provide leadership and management, as appropriate, in the convening, coordination, delivery and moderation of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff.
7. Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the School and Faculty of Science, including through membership and leadership of committees.
8. As required, represent the School in a professional capacity, including to the relevant industries.
9. Maintain a sound and current knowledge and understanding of relevant disciplines through professional engagement and/or scholarly activities or similar.
10. Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing funding opportunities.
11. Other duties appropriate to the classification as required.

Principal Responsibilities at Level C

1. Make a significant contribution to the development, implementation and promotion of CSU learning and teaching methodologies, processes, technologies and tools to deliver and lead high quality student centred learning opportunities in small animal surgery or related areas as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face-to-face didactic or PBL and online teaching and assessment.
2. Contribute significantly to collaborative processes to design, deliver and continually improve high quality materials, resources and experiences relating to small animal surgery within the Veterinary Science curriculum and other related courses, including the giving and receiving of constructive feedback.
3. Provide leadership and manage the convening, coordination and delivery of subjects and/or courses, as required.
4. Provide referral level small animal surgical services. Maintain, develop and evolve strong links with professional bodies and veterinary practitioners.
5. Participation in research in small animal surgery or related areas at a national level, as appropriate.
6. Supervision of higher degree by research students.
7. Provide leadership and manage small teams which contribute to the development of the profession, discipline and/or community as appropriate.
8. Actively contribute to high performing teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
9. Provide mentoring and coaching to support the academic development of colleagues.
10. Develop and execute a research plan which aligns with CSU's Research Plan and objectives including pursuing funding opportunities and maintaining up-to-date research records within CSU's research database.
11. Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
12. As required, represent the School in a professional capacity, including to the relevant industries.
13. Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities and/or research activities or similar.
14. Other duties appropriate to the classification as required.

Principal Responsibilities at Level D

1. Make an outstanding contribution to the development, implementation and promotion of CSU learning and teaching methodologies, processes, technologies and tools to deliver and lead high quality student centred learning opportunities in small animal surgery and related areas as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face-to-face didactic or PBL and online teaching and assessment.
2. Provide leadership in collaborative processes to design, deliver and continually improve high quality materials, resources and experiences relating to small animal surgery within the Veterinary Science curriculum and other related courses, including the giving and receiving of constructive feedback.
3. Lead and manage the convening, coordination and delivery of subjects and/or courses, as required.
4. Provide referral level small animal surgical service. Develop and evolve strong links with professional bodies and veterinary practitioners.
5. Conduct research in small animal surgery or related areas at a national and international level.
6. Supervision of higher degree by research students.
7. Provide significant degree of leadership and manage professional and/ or research teams which contributes to the development of the profession, discipline and/or community.
8. Actively contribute to and help lead a high performing small animal discipline team driven by an outcome focus and employing a respectful, trusting and collaborative working environment.
9. Provide significant mentoring and coaching to support the academic development of colleagues.
10. Significantly contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School and beyond.
11. Develop and execute a research plan which aligns with CSU's Research Plan and objectives including securing external funding and maintaining up-to-date research records within CSU's research database.
12. As required, represent the School in a professional capacity, including to the relevant industries.
13. Expand current knowledge and understanding of the relevant discipline through original and substantial contributions to industry engagement and/or scholarly activities and/or research activities or similar.
14. Other duties appropriate to the classification as required.

Selection Criteria

Essential for Appointment at Level B

Applicants are expected to address the selection criteria when applying for Lecturer (Level B).

- A. A degree in Veterinary Science plus postgraduate or equivalent experience, accreditation and standing, including eligibility for registration with the Veterinary Practitioners Board of NSW.
- B. A record of professional activity or research/creative works relevant to the discipline area, which demonstrates a capacity to make an autonomous contribution (clinical or educational).
- C. Experience in delivering high quality student-centred learning and teaching to undergraduate veterinary students in a clinical setting including an ability to rigorously apply assessments.
- D. Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively in teams and to engage with the profession.

Desirable Criteria at Level B

- E. Experience in the supervision of higher degree by research students.
- F. Demonstrated record of achievement in academic administration.
- G. Membership of the Australian College, or equivalent, in a relevant area.

Essential for Appointment at Level C

Applicants are expected to address the selection criteria when applying for Senior Lecturer (Level C).

- A. A degree in Veterinary Science plus postgraduate or equivalent experience, accreditation and standing and highly developed skills relevant to surgery, including eligibility for registration with the Veterinary Practitioners Board of NSW.
- B. A record of significant achievement, at a national level, relevant to the discipline area, in the scholarship of teaching and/or research activity and/or professional activity and demonstrated ability and/or capacity to attract external funding for research activities.
- C. Experience in delivering high quality student-centred learning and teaching to undergraduate veterinary students including an ability to engage students in a wide range of activities and to rigorously apply assessments.
- D. Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively in clinical teams and to engage with the profession.
- E. Demonstrated ability to provide leadership in the discipline in the scholarship of teaching and/or research and/or professional activity.

Essential for Appointment at Level D

Applicants are expected to address the selection criteria when applying for Associate Professor (Level D)

- A. A doctoral qualification, relevant to the discipline or equivalent accreditation and standing and significant experience in and comprehensive knowledge of the discipline area and highly developed skills relevant to surgery, including eligibility for registration with the Veterinary Practitioners Board of NSW.
- B. A record of academic achievement of national and/or international standing through outstanding contributions, including academic leadership, to the scholarship of teaching and/or research/creative works and/or professional activity and demonstrated success in attracting external research funds.
- C. Experience in delivering high quality student centred learning and teaching to undergraduate veterinary students including an ability to engage students in a wide range of activities and to rigorously apply assessments and evidence of success in leading others in delivering high quality student-centred learning and teaching.
- D. Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively in clinical teams and to engage with the profession.
- E. Demonstrated ability to provide effective leadership and building people capability in a significant academic setting, and to contribute to the leadership and collegial life of the University and profession and/or discipline.

Desirable Criteria at Level C and D

- F. Experience in the supervision of higher degree by research students.
- G. Demonstrated record of achievement in academic administration.
- H. Specialist level credentials (ACVS, ECVS or FANZCVS) or demonstrated equivalent experience. Board eligible and/or those applicants who have completed residency training will also be considered.

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Workplace, Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)