Associate Professor/ Professor in Veterinary Diagnostic Imaging

School of Animal and Veterinary Sciences
Faculty of Science

Classification	Level D/ E
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Special Conditions	Occasional work outside standard hours might be required and teaching across parts of three sessions is applicable.
Nature of Employment	Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	March 2019

Our University Values

Insightful
Understanding people and the world

Inclusive
Stronger together

Impactful
Outcome driven

Inspiring
Leading for the future

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.
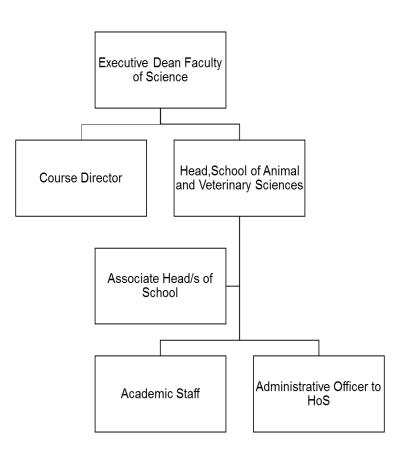- Adapting and responding to change.

School of Animal and Veterinary Sciences, Faculty of Science – Organisational Environment

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.

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 Clinic. CSU also has a training relationship with Wagga Wagga Veterinary Hospital. The School has a rapidly growing research profile and numbers of undergraduate honours and higher research degree students.

See School of Animal and Veterinary Sciences

Organisational Chart

Reporting Relationships

This position reports to: Head, School of Animal and Veterinary Sciences
This position supervises: Nil

Position Overview

As a senior academic in Veterinary Diagnostic Imaging, you will be expected to lead teaching, clinical work and other professional activity within the School of Animal and Veterinary Sciences. The provision of high quality imaging interpretation support to our hospitals is an important component of the role. These facilities are staffed by several clinicians and interns/residents and are equipped with high level diagnostic, imaging, surgical, anaesthetic and monitoring equipment. A Toshiba 16 slice CT facility, including an equine table, provides advanced imaging along with digital radiography and ultrasound.

Teaching will include both undergraduates and postgraduate students, including supervision and development of interns and residents. Contribution to a broad range of professional and administrative roles within the School, and possibly wider within the Faculty of Science, is also required. A solid contribution to long term capacity building within the Diagnostic Imaging group within the School of Animal and Veterinary Sciences is also expected.

Principal Responsibilities – Associate Professor (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 Veterinary Diagnostic Imaging, 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. Provide leadership in collaborative processes to design, deliver and continually improve high quality Veterinary Diagnostic Imaging and other related teaching, curriculum and learning resources/experiences for students, 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. Develop and maintain strong links with professional bodies and service providers.

5. Provide significant degree of leadership and manage teams which contribute to the development of the profession, discipline and/or community.

6. Provide significant mentoring and coaching to support the academic and/or clinical development of colleagues, including consideration to training others to fill potential future Diagnostic Imaging roles for SAVS.

7. Expand current knowledge and understanding of the relevant discipline through original and substantial contributions to industry engagement and/or scholarly activities or similar.

8. Participate and demonstrate leadership in the governance, marketing and promotion of excellence and administrative/academic activities to facilitate the work of the Faculty/School.

9. As required, represent the School in a professional capacity, including to the relevant industries.

10. Other duties appropriate to the classification as required.

Principal Responsibilities – Professor (Level E)

1. Make a distinguished 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 Veterinary Diagnostic Imaging, 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. Provide significant leadership in collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students 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. Develop and maintain strong strategic links with professional bodies and service providers.

5. Provide a significant degree of leadership and manage teams to contribute to the development of the profession, discipline and/or community.

6. Provide significant mentoring and coaching to support the academic and/or clinical development of colleagues, including training others to fill potential future Diagnostic Imaging roles for SAVS.

7. Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies.

8. Expand current knowledge and understanding of the relevant discipline through original and distinguished contributions to industry engagement and/or scholarly activities or similar.

9.

10.

11. Participate and demonstrate leadership in the governance, marketing and promotion of excellence and administrative/academic 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. Other duties appropriate to the classification as required.

Capabilities

- Ability to engage with a wide range of people including undergraduate and postgraduate students, other professionals, and industry members.
- Ability to effectively share ideas, thoughts, and information with a diverse range of audiences and the ability to impact and influence others to achieve common goals through effective communication.
- Ability to work cooperatively within the School and across the organisation to understand team dynamics, contribute to teams, and foster environments of mutual trust and respect.

Physical Capabilities

- Physically able to perform required duties of this position, including handling large animals and supervision of large animal practical classes.

Selection Criteria

Applicants are required to address the selection criteria in applying for this position.

Essential Criteria for Appointment as Level D

A. A doctoral qualification relevant to the discipline, or equivalent accreditation and standing, AND significant experience in and comprehensive knowledge and understanding of Veterinary Diagnostic Imaging.

B. Eligibility for registration with the Board of Veterinary Practitioners in NSW.

C. A record of academic achievement of national standing, through outstanding contributions to the scholarship of teaching and/or research/creative works or professional activity.

D. Experience in delivering high quality student centred learning and teaching to undergraduate and postgraduate 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.

E. Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively in academic and clinical teams within the School and to engage with the profession.

F. Demonstrated ability to provide effective leadership and capability building in a significant academic setting, and to contribute to the administration, leadership and collegial life of the School, Faculty, University and profession.

Essential Criteria for Appointment at Level E

A. A doctoral qualification, relevant to the discipline or equivalent accreditation and standing AND significant experience in and expert knowledge and understanding of Veterinary Diagnostic Imaging.

B. Eligibility for registration with the Board of Veterinary Practitioners in NSW.

C. A record of academic achievement of national and international standing through distinguished contributions, including academic leadership, to the scholarship of teaching and/or research or professional activity.

D. Experience in delivering high quality student centred learning and teaching to undergraduate veterinary students and higher degree students, including an ability to engage students in a wide range of activities and to rigorously apply assessments AND considerable evidence of success in leading others in delivering high quality student centred learning, teaching and professional training.

E. Superior communication/interpersonal skills and demonstrated ability to develop and lead collaborative academic and clinical teams within the School and to engage with the profession.

F. Demonstrated ability to provide effective leadership and capability building in a significant academic setting, and to significantly contribute to the administration, leadership and collegial life of the School, Faculty, University and profession.

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 02 633**8 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