



Position Description

Associate Professor in Equine Surgery

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level D
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Participation in after-hours surgery roster
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	8 September 2021



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 senior leaders will be required to contribute to the success of the university strategy including meeting the eight key university key performance indicators:

Our Students	Commencing Progress Rate Student Experience
Our Research	Research Income Research Quality and Impact
Our People	All Injury Frequency Rate Engagement
Our Social Responsibility	Underlying Operating Result Community and Partner Sentiment



Faculty of Science and Health

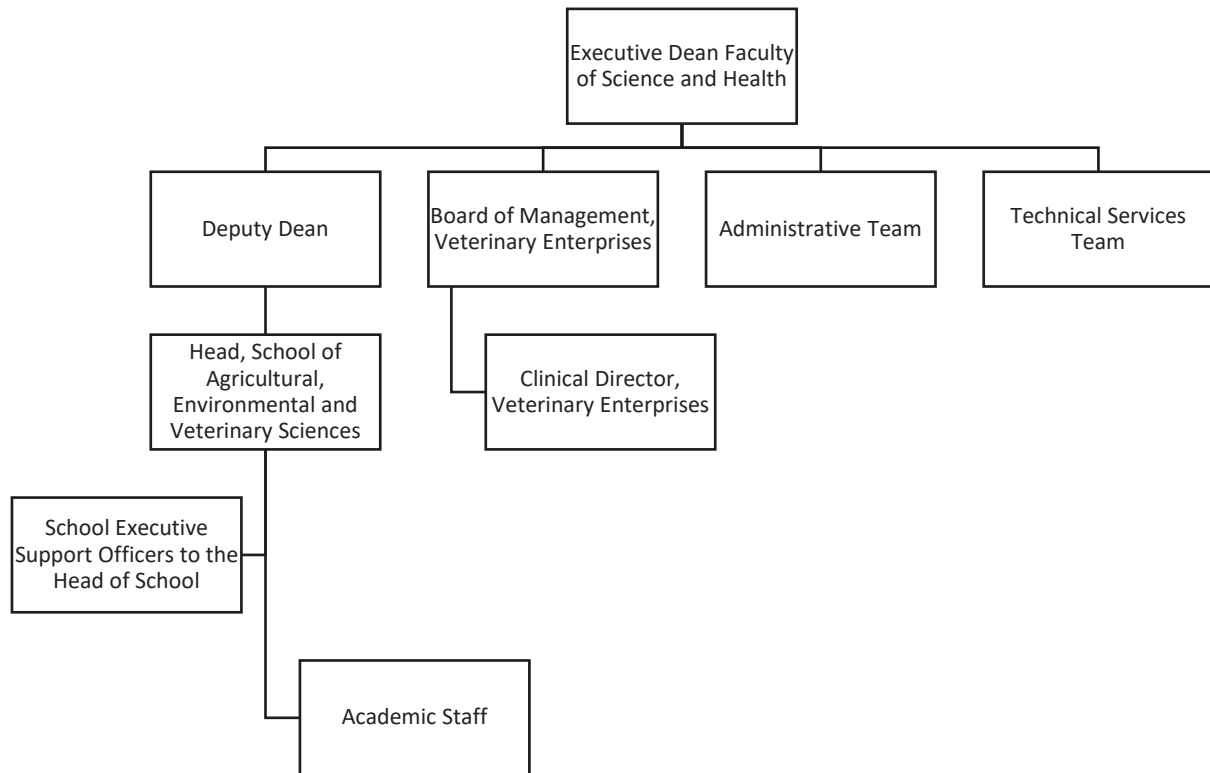
School of Agricultural, Environmental and Veterinary Sciences

[The Faculty of Science and Health](#) 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 Faculty is involved in teaching and research over a wide range of areas, including: Agricultural and Wine Sciences, Biological Sciences, Veterinary and Animal Sciences, Dentistry, Medical Radiation Science, Pre-Hospital Care, Allied Health, Nursing and Midwifery, and Environmental Sciences.

The School of Agricultural, Environmental and Veterinary Sciences provides more than twenty undergraduate and postgraduate courses within the Faculty of Science and Health. This includes Agricultural Science, Agribusiness Animal Science, Environmental Science and Management and Veterinary Science. The School has substantial infrastructure of a high standard for training veterinary undergraduates and postgraduates, including access to on-campus veterinary enterprises in Wagga. The School has a strong research profile, including significant numbers of undergraduate honours and higher research degree students. Relevant research strengths include animal health, welfare and diseases, epidemiology, biosecurity, toxicology, animal models of human conditions and animal production.



Organisational chart



Reporting relationship

This position reports to: Head of School, School of Agricultural, Environmental and Veterinary Sciences

This position supervises: Nil

Key working relationships

- Academic and general staff, Veterinary Clinical Centre
- Clinical Director, Veterinary Enterprises
- Superintendent, Veterinary Clinical Centre
- Veterinary Enterprises Manager



Position overview

As an Associate Professor in Equine Surgery you will teach, perform clinical work and engage in research and/or professional activity. Leadership and the provision of high-quality equine surgery services at our Veterinary Clinical Centre in Wagga Wagga are important parts of the role. These facilities are staffed by several clinicians and residents and are equipped with state-of-the-art diagnostic, imaging, surgical, anaesthetic and monitoring equipment. Teaching will include both undergraduates and postgraduates (residents).

The incumbent will be expected to progress their research interests in collaboration with other staff in the School and University and/or professional skills including engagement with the profession and provision of referral practice. Contribution to a broad range of professional and administrative roles within the School is also required.

Principal responsibilities

- 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 the relevant discipline and 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 and online teaching and assessment.
- Supervision of Research Higher Degree students;
- Contribute and lead collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback;
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback;
- Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or clinical innovation
- Establish and maintain strategic relationships and networks with a range of stakeholders including referring veterinarians, community, government and industry/professional bodies;
- Maintain current knowledge and understanding of the discipline of equine surgery through industry engagement and/or scholarly activities or clinical innovation;
- Provide significant leadership and foster partnerships with the veterinary profession that bring direct benefit to the strategic work of the University, in terms of teaching, workplace learning, course profile and/or areas of research strength;
- Engage in professional activities and/or research at an international level that advances the standing and practice of the veterinary profession, especially in equine surgery;
- Develop, lead and support continuing professional education including Resident supervision and maintain professional accreditation;
- Conduct ethical, high quality research/creative works or professional activity in equine surgery at a national and international level through scholarship, publication and presentation;
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives, including applications for external funding;



- Make an outstanding contribution to the development and improvement of policy and practice through leading external professional reviews, involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies, and national or international delegations, consistent with the University’s Outside Professional Activities Policy;
- Provide leadership for projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula;
- Participate in shared after-hours surgical roster;
- Must currently hold a NSW drivers licence or be willing to obtain a NSW driver’s license;
- Other duties appropriate to the classification as required.

Role-specific capabilities

Focus on service	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Innovative	With creativity at our core, be open to new ideas and seek to find better ways.
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Adapt to change	Explore the reasons for change and be willing to accept new ideas and initiatives.
Apply expertise and technology	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- 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.
- Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations;
- Physically capable of conducting clinical work including with large animals.



Selection criteria

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

Essential

- A. A doctoral qualification relevant to the discipline and eligibility for registration with the Veterinary Practitioners Board of NSW.
- B. Board certification by the American and/or European College of Veterinary Surgeons or eligibility to sit board examination or equivalent accreditation and standing through professional experience.
- C. 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 or professional activity.
- D. Evidence of and demonstrated commitment to the delivery of high-quality student-centred learning and teaching.
- E. Knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- F. Evidence of success in leading others in delivering high quality student centred learning and teaching.
- G. 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.

