



Position Description

Lecturer/Senior Lecturer in Equine Medicine

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level B/C
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Participation in after-hours equine medicine roster
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	3 March 2023



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



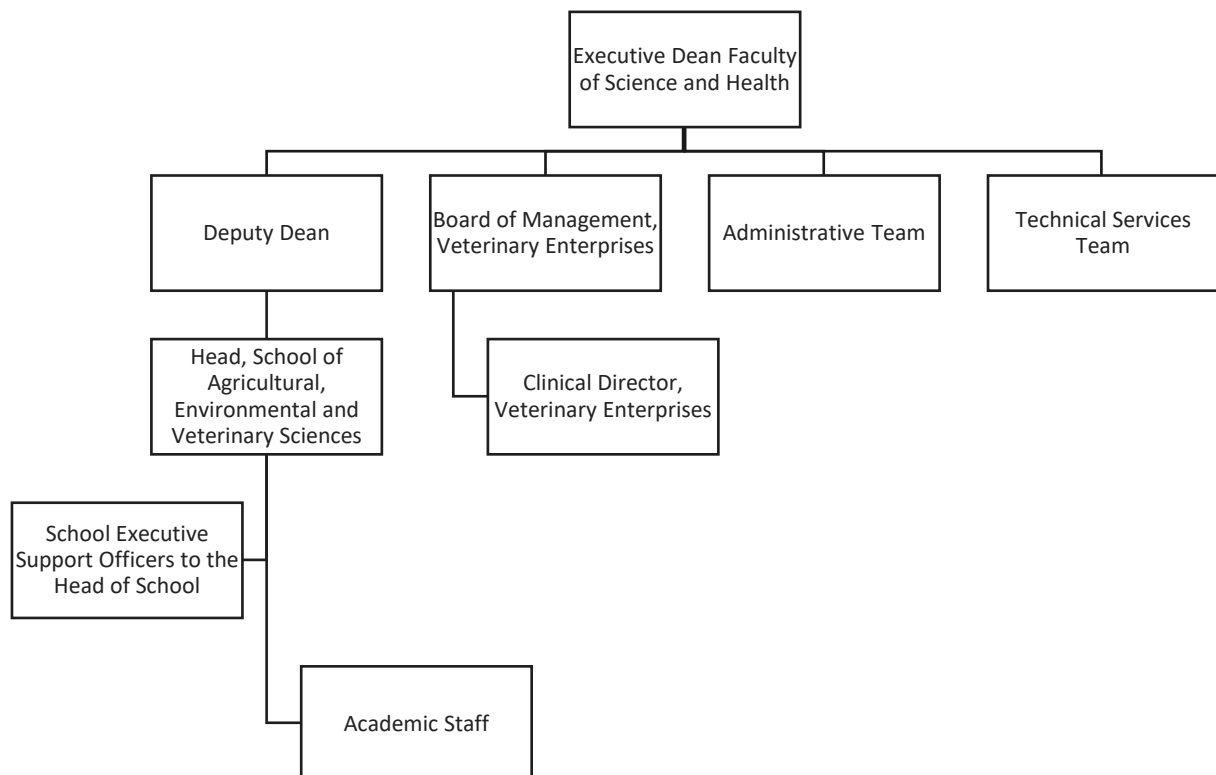
Faculty of Science and Health

School of Agricultural, Environmental and Veterinary sciences

The [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, Veterinary Technology and Veterinary Science. The School has substantial infrastructure of a high standard for training undergraduates and postgraduates, including a Veterinary Clinical Centre, Equine Centre, Veterinary Diagnostic Laboratory, Veterinary Teaching Hospital and Small Animal Referral Service, and access to on-campus commercial farms in Wagga and Orange. The School has a strong research profile, including significant numbers of undergraduate honours and higher research degree students. Relevant research strengths include epidemiology, biosecurity, toxicology, animal welfare, animal models of human conditions and animal production.

Our combined scientific expertise means we can educate and research in a broad range of animal and land-based courses and research projects. The Veterinary Science course delivers industry-ready and sought after graduates cognisant of both contemporary research findings and current and evolving industry practice. You will join a progressive Veterinary science team who are innovative educators, researchers and engaged with industry at local to international levels.

Organisational chart





Reporting relationship

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

This position supervises: Nil

Key working relationships

- Subjects administration team
- Associate Head of School
- Head of School
- Academic and general staff, Veterinary Clinical Centre
- Clinical Director, Veterinary Enterprises
- Superintendent, Veterinary Clinical Centre
- Veterinary Enterprises Manager

Position overview

The Lecturer / Senior Lecturer in Equine Medicine position is designed to provide clinical services in equine medicine at the Veterinary Clinical Centre (VCC) and undergraduate and postgraduate teaching requirements in the School of Agricultural, Environmental and Veterinary Sciences (SAEVS). The applicant should have advanced clinical and academic skills and applicants for the Level C, Senior Lecturer position, post-graduate clinical qualification(s) in the field of equine medicine (e.g. Fellowship of the Australian and New Zealand College of Veterinary Scientists, diploma of the European College of Equine Internal Medicine or diploma of the American College of Veterinary Internal Medicine) and/or post-graduate Masters / Doctoral qualification(s) are desirable.

The position is based at the VCC, Wagga Wagga. The successful applicant will be working with senior equine medicine, theriogenology and equine surgery clinicians, anaesthetists, veterinary postgraduate students and veterinary undergraduate students and technical staff. The VCC is an integral part of SAEVS and is focused on the teaching of high-quality equine medicine and surgery and provision of state-of-the-art clinical services.

Principal responsibilities - Lecturer (Level B)

- Apply Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver high-quality student-centred undergraduate learning opportunities in equine medicine 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, Problem-Based Learning (PBL) and Workplace Learning.
- Contribute to clinical and administrative responsibilities of the equine medicine service at the VCC and develop and maintain professional relationships with stakeholders of the VCC, including staff, clients, professional bodies and referring veterinarians.
- Participate in research in equine medicine or related areas, as appropriate.
- Contribute to the supervision of higher degree by research (HDR) students, as appropriate.



- Contribute to the academic environment of the School and high performing teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Contribute to the coordination, delivery and moderation of subjects and/or courses, including didactic teaching of undergraduate veterinary science students in Phases 1 and 2 and undergraduate students in other courses provided by SAEVS, as required, and Phase 2 and 3 clinical rotations at the VCC.
- Contribute to the marketing, promotion and administrative activities to facilitate the work of the VCC and School, including through membership of committees.
- As required, represent the School in a professional capacity, including to the relevant industries.
- Contribute to a team approach for the management of patients by utilising the skills of all members in the VCC and supervision of residents and interns and working with related disciplines including equine surgery, theriogenology, anaesthesia, diagnostic imaging and pathology.
- Maintain a sound and current knowledge and understanding of relevant disciplines through professional engagement and/or scholarly activities or similar.
- Other duties appropriate to the classification as required.

Principal responsibilities – Senior Lecturer (Level C)

- Make a significant contribution to the development, implementation and promotion of Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver and lead high-quality student-centred learning opportunities in equine medicine 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, Problem-Based Learning (PBL) and Workplace Learning.
- Contribute significantly to collaborative processes to design, deliver and continually improve high-quality materials, resources and experiences relating to equine medicine within the Veterinary Science curriculum and other related courses, including the giving and receiving of constructive feedback.
- Provide leadership and manage the convening, coordination, delivery and moderation of subjects and/or courses, including didactic teaching of undergraduate veterinary science students in Phases 1 and 2 and undergraduate students in other courses provided by SAEVS, as required, and Phase 2 and 3 clinical rotations at the VCC.
- Provide leadership for the clinical and administrative requirements of referral level equine medicine services. Maintain, develop and maintain professional relationships with all stakeholders of the VCC, including staff, clients, professional bodies and referring veterinarians.
- Conduct research in equine medicine or related areas at a national level, as appropriate.
- Supervision of HDR students, as appropriate.



- Contribute to the academic environment of the School and the leadership of high performing teams which contribute to the development of the profession, discipline and/or community, as appropriate, with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Provide mentoring to support the academic development of junior colleagues in the School.
- Contribute to the governance, marketing, promotion, and administrative activities to facilitate the progression and growth of the VCC, School and Faculty.
- As required, represent the School/Faculty in a professional capacity, including to the relevant industries.
- Expand knowledge and understanding of the relevant discipline through original contributions to the profession through industry engagement and/or scholarly activities and/or research activities or similar.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#) identified as essential or critical for success in this role.

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).
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Listen closely	Dig deep to understand others, using self-insight to build team spirit and recognise efforts.
Follow instructions and procedures	Follow procedures and instructions, time keep, show commitment, keep to safety and legal guidelines.
Cope with pressure and setbacks	Cope with pressure, keep emotions under control, balance work and personal life, stay optimistic, handle criticism.
Achieve personal work goals and objectives	Accept and tackle demanding goals, work hard, make the most of development opportunities, seek progression.

Physical capabilities

The incumbent may be required to perform the following.

- Possess the physical ability and capacity to perform routine equine clinical work including handling of horses and clinical procedures. All activities must be performed in accordance with Charles Sturt University's occupational health and safety policies and local safe work procedures.
- Work in other environments beyond the school such as other campuses as well as possible car and air travel. It will include work with a diverse range of staff, students and community members.
- On occasion drive a 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 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 for Appointment as 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. Specialist qualifications or eligibility to sit specialist examinations (Fellowship of the Australian and New Zealand College of Veterinary Scientists, diploma of the European College of Equine Internal Medicine or diploma of the American College of Veterinary Internal Medicine) or equivalent accreditation and standing in the field of equine medicine through professional experience.
- C. A record of professional activity and experience in advanced equine clinical practice and/or research/creative works relevant to the discipline area, which demonstrates a capacity to make an autonomous contribution.
- D. Capacity to deliver high-quality student-centred learning and teach undergraduate veterinary students in clinical and didactic settings, including an ability to rigorously apply assessments.
- E. Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively in teams, apply respectful and safe practices in the workplace and to engage with the profession.
- F. Demonstrated ability to manage and meet the time, cost and quality outcomes.

Essential for Appointment as Senior Lecturer (Level C)

- A. A doctoral qualification in Veterinary Science or equivalent experience, accreditation and standing and highly developed skills relevant to equine medicine.
- B. Current registration or eligibility for registration with the Veterinary Practitioners Board of NSW.
- C. Specialist and/or advanced qualifications in the field of equine medicine (Fellowship of the Australian and New Zealand College of Veterinary Scientists, diploma of the European College of Equine Internal Medicine or diploma of the American College of Veterinary Internal Medicine).
- D. A record of significant achievement, at a national level, relevant to equine medicine, in professional activity and/or the scholarship of teaching and/or research activity and demonstrated ability.
- E. 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.
- F. Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively in clinical teams, apply respectful and safe practices in the workplace and to engage with the profession.
- G. Demonstrated ability to provide leadership in the discipline in professional activity and/or the scholarship of teaching and/or research.



Brisbane

New South Wales

Dubbo

Port Macquarie

Orange

Bathurst

Goulburn
NSW Police Academy

Sydney

Wagga Wagga

Canberra

Albury-Wodonga

Wangaratta
Regional Study Centre

Victoria

Melbourne

● - Capital city ● - Campus location

