



Position Description

Senior Lecturer in Veterinary Anatomy and Physiology

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level C
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	September, 2024



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



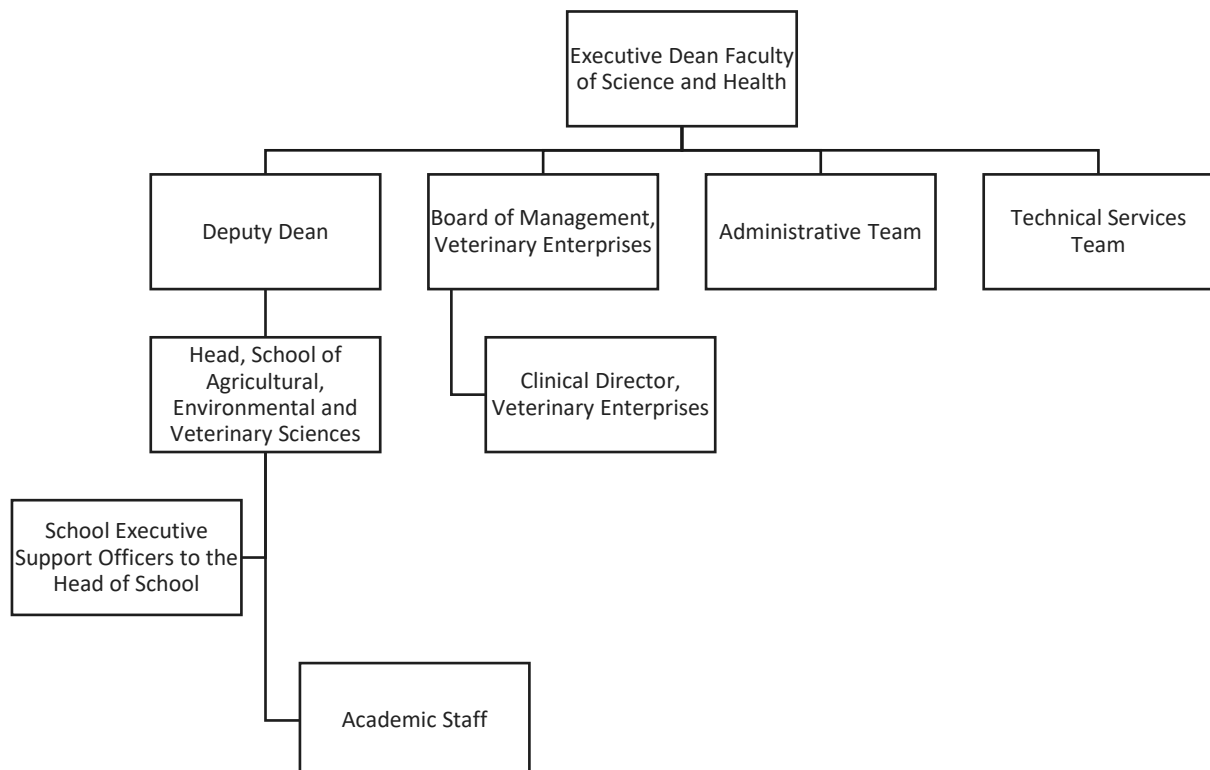
Faculty of Science and Health

School of Agricultural, Environmental and Veterinary Sciences

[The Faculty of Science and Health](#) 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, Veterinary Technology and Veterinary Science. The School has substantial infrastructure of a high standard for training undergraduates, including access to on-campus commercial farms in Wagga and Orange. There is also an extensive network of agribusiness and other rural industry collaborators. The School has a strong research profile, including significant numbers of undergraduate honours and higher research degree students. Specific research strengths, potentially relevant to this role, include crop and pasture research, soil science, viticulture and plant pathology.

Organisational chart





Reporting relationship

This position reports to: Dean of Veterinary sciences

This position supervises: Nil

Key working relationships

- Associate Head of School - Research
- Associate Head of School – Learning and Teaching



Position overview

As an academic in Veterinary Anatomy and Physiology you will teach undergraduate students in the theoretical and practical aspects of anatomy, physiology, and related areas, in courses (Animal science, Equine science, Veterinary technology and Veterinary science) offered within the school and engage in research and/or professional activity.

Research activity is an important part of the role and the incumbent will develop collaborative or independent research / or the scholarship of teaching and learning (SoTL) and supervise research students.

Principal responsibilities

- 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 Veterinary Anatomy and/or Physiology 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;
- Provide leadership and manage the convening, coordination and delivery of Veterinary Anatomy and/or Physiology subjects, as required, including significant contributions to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students;
- Lead and conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execution of a research plan that aligns with CSU's Research Narrative and objectives, including the supervision of Research Higher Degree students and the pursuit of external funding opportunities;
- Lead and actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment;
- Provide mentoring to support the academic development of colleagues;
- Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or similar
- Develop, lead and evaluate continuing professional education and maintain professional accreditation;
- Undertake larger projects that enhance curricula and that are of particular benefit to the School or discipline;
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.



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)
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 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](#)



Selection criteria

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

Essential

- A. A doctoral qualification, relevant to Veterinary Anatomy and/or Physiology or equivalent accreditation and standing.
- B. Significant knowledge, experience and understanding of the Veterinary Anatomy and/or Physiology discipline, gained through industry experience and/or scholarly activities or similar;
- C. Evidence of the leadership and delivery of high-quality student-centred learning and teaching, including an ability to rigorously apply assessments;
- D. Demonstrated ability to work independently and collaboratively, including leadership of effective teams, including by applying culturally respectful, inclusive and safe workplace practices, in a complex academic setting with an outcome orientated focus;
- E. Demonstrated high level written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback;
- F. Demonstrated ability to create and build strong partnerships, networks and relationships to achieve professional and team objectives;
- G. Demonstrated capacity to lead teams and work both collaboratively and independently in a large complex academic setting with an outcome focus;



● - Capital city ● - Campus location

