



# Position Description

## Associate Professor / Professor in Veterinary Pathobiology

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

<b>Classification</b>	Level D/E (Associate Professor / Professor)
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	Occasional work outside standard hours might be required and teaching across parts of three sessions is applicable. Eligibility for, or current registration as a Veterinarian with the Veterinary Practitioners Board of NSW
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	July 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:

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<b>Our Students</b>	<ul style="list-style-type: none"><li>• Commencing progress rate</li><li>• Student experience</li></ul>
<b>Our Research</b>	<ul style="list-style-type: none"><li>• Research income</li><li>• Research quality and impact</li></ul>
<b>Our People</b>	<ul style="list-style-type: none"><li>• Engagement</li><li>• All injury frequency rate</li></ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"><li>• Underlying operating result</li><li>• Community and partner sentiment</li></ul>

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## Faculty of Science and Health

### School of Agricultural, Environmental and Veterinary Sciences

The [Faculty of Science and Health](#) is a dynamic and diverse Faculty with teaching and research expertise. The Faculty unites a broad profile of professional and industry aligned courses and our graduates are highly sought after, making a strong contribution to our regions and globally. With proven capability in the natural, physical, animal and health sciences we are delivering on our vision to enhance the scientific capability of Australia and its regions, responding to the health and well-being of our communities and having a global impact. Our students are taught in excellent facilities which can be accessed across our campus footprint and we have strong on-campus, online learning and work-integrated learning capabilities. As a leader in contemporary strategic and applied research the Faculty of Science and Health prepares future researchers through our higher degree research program and provides scientific solutions to current regional, national and global challenges both independently and in collaboration with our research institutes.

The Faculty is made up of five Schools

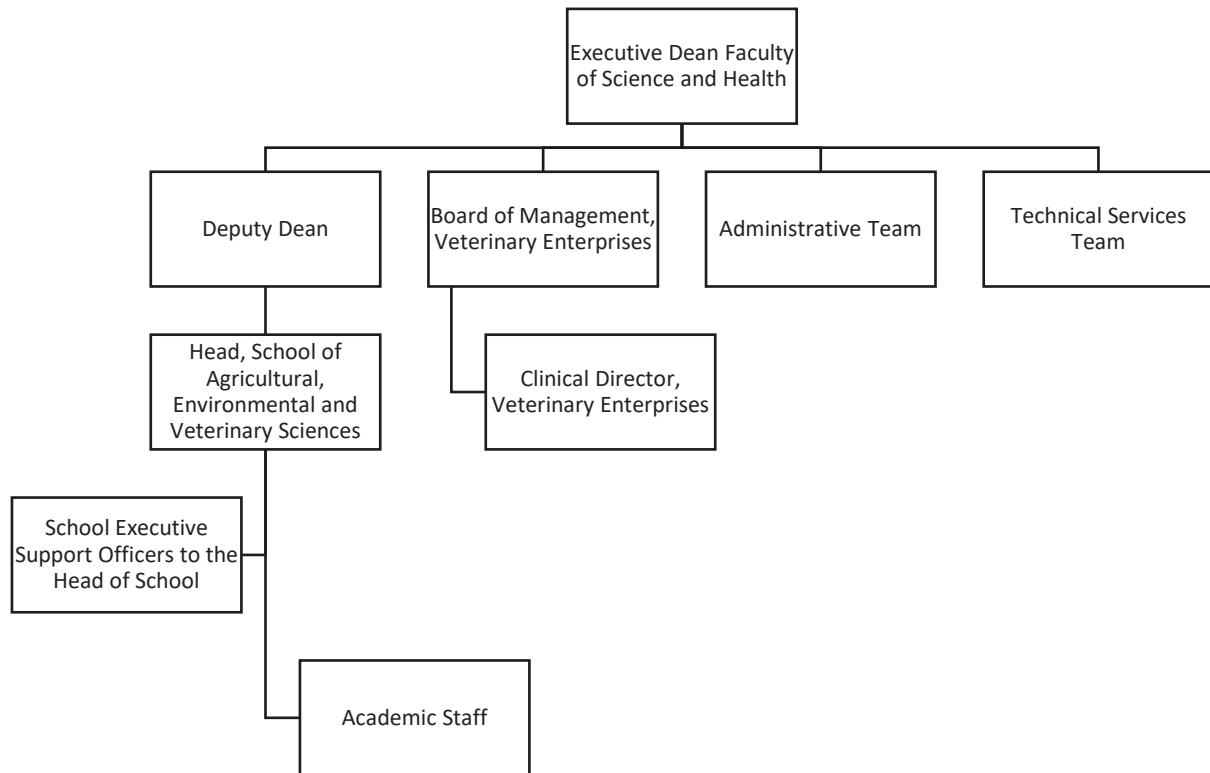
- School of Agricultural, Environmental and Veterinary Sciences
- School of Allied Health, Exercise and Sports Sciences.
- School of Dentistry and Medical Sciences
- School of Nursing Paramedicine and Healthcare Sciences
- School of Rural Medicine

We are the home of Three Rivers University Department of Rural Health, the Biosecurity Training Centre and the University Enterprises in Veterinary Practice, Dentistry and Oral Health, the Community Engagement and Wellness Centre, the Charles Sturt Winery as well as having a close relationship with the Charles Sturt farm.

Further information on the Faculty of Science and Health may be found here - <https://science-health.csu.edu.au/home>



## Organisational chart



## Reporting relationship

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

**This position supervises:** Nil

## Key working relationships

- Dean of Veterinary Sciences
- Associate Head of School - Research
- Associate Head of School – Learning and Teaching



## Position overview

As a Veterinarian with experience in Clinical and/or Anatomical Pathobiology, you will join a dynamic team focussed on the delivery of an excellent veterinary education and a diagnostic pathology service through the CSU Veterinary Diagnostic Laboratory (VDL). You will participate with others, in teaching, research and providing a diagnostic service including providing leadership to technical staff in the Veterinary Diagnostic Laboratory (VDL).

## 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 Veterinary Pathobiology and/or general Pathology 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 didactic or Problem-Based Learning (PBL) and online teaching and assessment.
- Provide Leadership in collaborative processes to design, deliver and continually improve high quality Veterinary Pathobiology and other related courses, curriculum and learning resources/experiences for students, including the giving and receiving of constructive feedback.
- Lead and manage the convening, coordination and delivery of subjects and/or courses, as required.
- Provide Veterinary Pathology and/or Veterinary Clinical Pathology diagnostic services and develop and maintain strong links with professional bodies and veterinary practitioners.
- Conduct research in Veterinary Pathobiology or related areas at a national and international level.
- Supervision of Research Higher Degree students.
- Provide significant degree of leadership and manage research teams which contributes to the development of the profession, discipline and/or community.
- Actively contribute to high performing teams including leading the veterinary diagnostic staff in the VDL with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Provide significant mentoring and coaching to support the academic development of colleagues.
- Significantly contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School and beyond.
- As required, represent the School in a professional capacity, including to the relevant industries.
- Expand current knowledge and understanding of the relevant discipline through original and substantial contributions to industry engagement and/or scholarly activities or similar.
- Other duties appropriate to the classification as required.



## Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

<b>Innovative</b>	With creativity at our core, be open to new ideas and seek to find better ways
<b>Take Action</b>	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes
<b>Influence</b>	Create compelling arguments to persuade others and promote ideas that add strategic value
<b>Leading and supervising</b>	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
<b>Presenting and Communicating Information</b>	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](#)
- 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 shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.
- Physically able to perform the required duties of this position, including handling large animals and supervision of large animal practical classes.



## Selection criteria

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

### Essential for appointment at Level D

- A. A doctoral qualification, relevant to the discipline or equivalent accreditation and standing AND significant experience in and expert knowledge and understanding of Veterinary Pathobiology / Pathology.
- 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 or professional activity AND demonstrated success in attracting or capacity to attract external research funds.
- 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 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 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 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 Pathobiology / Pathology.
- 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 AND demonstrated success in attracting or capacity to attract external research funds.
- 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 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.





