



POSITION DESCRIPTION

Veterinary Clinical Sciences. Melbourne Veterinary School
Faculty of Veterinary and Agricultural Sciences

Associate Professor / Professor and Director, The Mackinnon Project

POSITION NO	0045572
CLASSIFICATION	Level D – Associate Professor Level E – Professor <i>Level of appointment will be determined by the level of achievement of the applicant</i>
SALARY	Level D: \$145,685 - \$160,500 p.a. Level E: \$187,654 p.a.
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time
BASIS OF EMPLOYMENT	Continuing
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Glenn Browning Email: glenfb@unimelb.edu.au Tel: +61383447342 <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

ABOUT THE POSITION

The Director will lead a multi-disciplinary team at the Mackinnon Project, located within the Melbourne Veterinary School, Faculty of Veterinary and Agricultural Sciences, The University of Melbourne. They will coordinate the provision of research, consultancy and farmer education activities which are a core part of the Mackinnon Group work program and the Faculty's engagement with the livestock production sector in south-eastern Australia.

This will require the initiation and coordination of an integrated portfolio of applied research projects and the delivery of high level whole farm consultancy advice on a fee-for-service basis to clients of the Mackinnon Project.

Research activities will include identifying research themes and funding opportunities, initiating and writing funding applications, liaising with sponsors, supervising post-graduate students and successfully delivering and reporting the outcomes of research to a broad range of stakeholders.

The consultancy services, provided to both individual and corporate clients, will include identifying and bidding for business opportunities, management of clinical cases in agricultural animal medicine and production (sheep, goats, camelids and beef cattle), and coordinating specialist training in whole farm consultancy and research to junior staff within the Mackinnon Project, including mentoring and assisting these staff in the progression of their careers.

The successful applicant will be closely involved in teaching of veterinary students as part of the Doctor of Veterinary Medicine program. This will include the use of case material sourced from research and consultancy activities of the Mackinnon Group for case studies, lectures, workshops, practical classes and student projects.

The provision of leadership in research, strategic planning, project development and planning and project management is also an expectation of this role.

The successful candidate will be appointed at either Academic Level D or E, dependent upon the Selection Panel's assessment of the level of academic achievement of the individual.

The position will be located primarily at the Werribee campus, a 30-minute drive from the Melbourne CBD, but will be expected to teach and to attend meeting and seminars at the University of Melbourne's Parkville campus or at other sites from time to time.

Please refer to Appendix A for further information regarding the expectations of Leadership Roles of Melbourne Professors.

ABOUT US

The University of Melbourne has affirmed its position as the number one university in Australia, and remains among the fastest-rising research universities in the world's top 100, according to the Academic Ranking of World Universities (ARWU). It is counted among the best universities in the world – 33 by the Times Higher Education (THE) and 32 by the US News and World Report Rankings. Please visit [Tradition of Excellence](#) for further information.

The Faculty of Veterinary and Agricultural Sciences provide over 20 courses and 300 subjects to approximately 3,500 equivalent full time students. The Faculty provides the only professional entry veterinary program in Victoria and the Bachelor of Agriculture is the fastest growing undergraduate degree in Australia. The University of Melbourne's agriculture program is the largest in Victoria and ranked 36 in the world, whilst the Doctor of Veterinary Medicine program was the first graduate veterinary professional entry program in Australia. The Faculty is ideally

placed to contemplate changes that have far-reaching consequences on its teaching, engagement and research.

1. Key Responsibilities

The University of Melbourne sets minimum standards expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic.

Below are the standards for both Level D and E academic staff. The Key Responsibilities, outlined below, are to be read in conjunction with the appropriate standard.

Level D – Associate Professor, Principal Lecturer, Principal Research Fellow

A level D academic will make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

A level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline. They will make original and innovative contributions to the advancement of scholarship, research and/or teaching in their discipline, and may undertake research.

The research work of a level D academic will make a major original and innovative contribution to their field of study or research, and be recognised as outstanding nationally or internationally. A level D academic will play an outstanding role within their institution, discipline and/or profession in fostering the research activities of others and in research training.

Level E – Professor

A level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

A level E academic will have attained recognition as an eminent authority in their discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A level E academic will make original, innovative and distinguished contributions to scholarship, research and/or teaching in their discipline and may undertake research. They will make a commensurate contribution to the work of the institution.

The research work of a level E academic will typically have achieved international recognition through original, innovative and distinguished contributions to their field of research, which is demonstrated by sustained and distinguished performance. At level E an academic will provide leadership in their field of research, within their institution, discipline and/or profession and within the scholarly and/or general community. They will foster excellence in research, research policy and research training.

1.1 KEY RESPONSIBILITIES- ASSOCIATE PROFESSOR AND PROFESSOR

TEACHING AND LEARNING

At a level in accordance with the relevant MSAL above:

- ▶ Lead, coordinate and contribute to the teaching of veterinary students, post-graduate research students, veterinary consultants and farmers.
- ▶ Lead and make personal, independent and innovative contributions to teaching and learning by delivering or coordinating the delivery of tutorials, classes and practical demonstrations. This will involve supporting junior staff in the preparation of lectures, individual consultations and provision of online resources.
- ▶ Lead and contribute to the development of innovative programs for learning by farmers.
- ▶ Enable teaching by maintaining awareness of innovations and new ideas in the discipline.
- ▶ Implement the recommendations coming from the recent review of current teaching programs and methodologies to provide rational and cohesive courses for undergraduate and postgraduate students at the highest international level
- ▶ Lead the interest in the continued improvement of teaching quality

RESEARCH AND RESEARCH TRAINING

At a level in accordance with the relevant MSAL above:

- ▶ Lead Mackinnon Group activities by identifying opportunities, initiating and preparing funding applications for research, group learning and consultancy projects, including proposals for corporate clients.
- ▶ Successfully obtain significant research funding from competitive grant and external bodies, i.e. industry and government
- ▶ Lead and coordinate research and consultancy activities conducted by the Mackinnon group by providing constructive comment on and assistance in the design, conduct and analysis of results from projects run by all Mackinnon staff.
- ▶ Ensure a sustained record of publication of peer reviewed papers from research conducted; and a sustained record of delivery of presentations at national and international scientific conferences and industry forums;
- ▶ Provide leadership in developing research initiatives within the Faculty
- ▶ Coordinate the efficient delivery of the whole farm and corporate consultancy services provided by the Mackinnon Project.
- ▶ Coordinate the reporting required to meet research and consultancy project milestones.
- ▶ Initiate, coordinate and participate in farmer and industry group extension activities and research projects conducted by the Mackinnon Project
- ▶ Make a substantial contribution to the research and engagement culture of the Faculty and University.
- ▶ Lead and contribute to the profession through active membership of relevant organisations
- ▶ Attend and participate in Research Showcase events, including Open Day, and give internal and external seminars/lectures on topic areas relevant to production animals.
- ▶ Attract, supervise and mentor junior researchers and research higher degree students in related areas

- ▶ Mentor staff and research students to publish in top tiered refereed journals, books or monographs, reports and refereed conference proceedings
- ▶ Promote collaborations across institutions, internationally and nationally to further research in related disciplines

LEADERSHIP AND SERVICE

At a level in accordance with the relevant MSAL above:

- ▶ Build and foster relationships to recruit, service and retain farmer and industry clients of the Mackinnon Group.
- ▶ Collaborate pro-actively with relevant stakeholders, including professional and industry bodies, to identify and capitalise on strategic opportunities for the Mackinnon Group.
- ▶ Lead, collaborate and communicate effectively with colleagues within the Mackinnon Group and the wider School and Faculty
- ▶ Lead and coordinate the provision of consultancy and diagnostic services and develop and oversee systems to enable efficient reporting to and billing of clients (in consultation with other consultants and administrative staff within the Mackinnon Group).
- ▶ Lead and coordinate communication and dissemination of information relating to the provision of research, consultancy and teaching services provided by the Mackinnon Group.
- ▶ Undertake administration relevant to the role and consistent with the University of Melbourne Operating Model. This will include efficient billing of individual and corporate consultancy clients for services provided by the Mackinnon Group.
- ▶ Assume a leadership role within FVAS and Melbourne Veterinary School.
- ▶ Foster a harmonious workplace environment that is conducive to productivity; promotes creativity, develops and rewards and recognises individuals and group achievement
- ▶ Provide leadership, mentoring and supervision to staff in the performance of their duties, monitoring and providing appropriate feedback
- ▶ Leadership setting and maintaining compliance with protocols
- ▶ Leadership and capability building including succession planning to ensure sustainability of Mackinnon Group
- ▶ Contribute to strategic planning and policy decision-making processes by actively participating on relevant committees in FVAS
- ▶ Lead the education, training and research projects to ensure that they are completed within budget, on time, and of optimum quality
- ▶ Foster excellence in research and teaching and develop best practice standards for the Faculty
- ▶ Liaise with peers in FVAS and the University to develop a collaborative approach to enhance educational and research programs of the School;
- ▶ Provide leadership in the evaluation of curriculum development and renewal at School, Faculty and University level;
- ▶ Develop, build and foster partnerships and collaborative opportunities with industry, government, collaborators at other Universities and other stakeholders that contribute to the engagement of teaching and research in the wider community engagement

1.2 PEOPLE MANAGEMENT

In accordance with the appropriate MSAL above:

- ▶ Manage staff issues in a timely and fair manner within University of Melbourne Guidelines.
- ▶ Create an environment where staff can accelerate personal growth and work towards achievement of career goals including promotion.
- ▶ Model the behaviour expected of leadership in the University.
- ▶ Support the University's Equity and Diversity Strategy.

1.3 KEY RESPONSIBILITIES – DIRECTOR

- ▶ Management of the Mackinnon Project
- ▶ Set and execute a strategic plan for the Project resulting in realisation of measurable outcomes
- ▶ Record keeping and knowledge management for the Project
- ▶ Work effectively with professional teams and integrate into UOM governance frameworks to identify and develop appropriate measures to resolve problems or appropriately mitigate issues
- ▶ Complete appropriate reporting for trusts
- ▶ Work within UOM Governance frameworks including and not limited to: procurement, trust accounting and capital planning
- ▶ Deliver on project milestones and funder reporting for the MacKinnon Project
- ▶ Set a budget for the Mackinnon Project and manage it to this budget to deliver on a strategic plan (review of the costing model)
- ▶ Liaise with the FVAS Marketing team to manage the marketing and profile building for the project
- ▶ Work collaboratively across the wider faculty, including professional portfolios such as Marketing, Research and Operations to achieve University and Faculty targets within this portfolio
- ▶ Provide visionary leadership and management within the project and the wider faculty

2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address the following Criteria in their application. Please visit the University website how to address [Essential Selection Criteria](#)

2.1 ESSENTIAL

- ▶ A Bachelor of Veterinary Science, Doctor of Veterinary Medicine or equivalent degree, enabling registration with the Victorian Veterinary Practitioners Registration Board.
- ▶ A higher research degree (PhD) and 10 or more years of experience in clinical veterinary practice and research involving sheep and beef cattle
- ▶ Recognition as an outstanding authority, at the national or international level, in a relevant discipline, evidenced by a sustained record of original, innovative and

distinguished contributions in peer reviewed journals, book chapters, conference papers and presentations.

- ▶ A successful record of securing substantial competitive research grants, including funding to support consultancy and teaching
- ▶ A record of success in teaching and learning at University level, including the development and delivery of courses, management of student related issues and an excellent record of successful research higher degree supervision.
- ▶ Detailed knowledge of and experience in the Australian sheep and beef cattle industries, including management systems and major determinants of profit, such as genetic improvement, pasture production and stocking rate.
- ▶ Ability to provide and coordinate the provision of whole farm consultancy, diagnostic and advisory services to the sheep and beef cattle industries, including farmers, agribusinesses and government clients. These skills will include detailed knowledge of farm economics, pasture agronomy, epidemiology, genetics and breeding programs and providing adult education in small groups.
- ▶ Outstanding written, verbal and interpersonal skills, demonstrated by the ability to communicate effectively with a wide range of people in diverse situations (ie. the ability to give effective oral and written presentations to scientific, industry and lay audiences).
- ▶ Demonstrated ability to provide leadership and foster excellence in others, including mentoring and advice to colleagues, junior staff and students.
- ▶ Demonstrated ability to develop strong links with the business sector, industry and government;

In addition to the above, to be considered to the appointment of Professor, Level E

- ▶ Demonstrated excellence in academic leadership and management including ability to build strong, sustainable teams, embedding change and driving performance in a large complex organisational environment;
- ▶ An international reputation in leading research innovation and fostering research collaboration with researchers from other organisations as part of multi-disciplinary teams;
- ▶ Recognition as an eminent authority in a relevant discipline, evidenced by a sustained record of original, innovative and distinguished contributions in peer reviewed journals, books and conferences
- ▶ Proven success in working collaboratively and an ability to engage and build highly productive relationships with executives, staff and diverse stakeholders, both internal and external to the University and the ability to develop these networks at national and international levels;
- ▶ Demonstrated success in fostering excellence in leadership in developing scholarly research and professional activities, both nationally and internationally;
- ▶ A proven ability to lead change, with outstanding interpersonal skills and demonstrated capacity to motivate, persuade and negotiate.

2.2 DESIRABLE

- ▶ A demonstrated awareness of the financial and management challenges faced by the livestock industries and agriculture in general, and the role of financial and management analysis in improving the profitability of individual farms.

- ▶ Prior experience in effective teaching to veterinary and postgraduate students in production animal medicine.

2.3 SPECIAL REQUIREMENTS OF THIS POSITION

- ▶ The successful applicant must possess a full driver's licence valid in the state of Victoria.
- ▶ The clients of the Mackinnon Project are located in rural and regional areas, mainly in Victoria. The Faculty of Veterinary and Agricultural Sciences is also located over several metropolitan and regional campuses. Consequently, regular travel by car to these farms, sites and campuses, many of which are some distance from Werribee, will be required.
- ▶ Some work will require overnight stays.
- ▶ Current vaccination status for Tetanus, Hepatitis A and B and Q fever.

3. *Equal Opportunity, Diversity and Inclusion*

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to service for excellence and reach the targets of Growing Esteem.

4. *Occupational Health and Safety (OHS)*

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 THE MACKINNON PROJECT

<http://mackinnonproject.fvas.unimelb.edu.au/>

The Mackinnon Project, based at the University of Melbourne's Faculty of Veterinary and Agricultural Sciences at Werribee, is a recognised leader in providing advisory and training services to the sheep and beef cattle industries of south-eastern Australia. It offers a range of services, including farm management consultancy, farmer training programs, applied research and undergraduate and post-graduate education.

5.2 FACULTY OF VETERINARY AND AGRICULTURAL SCIENCES

<http://fvas.unimelb.edu.au/>

The Faculty of Veterinary and Agricultural Sciences was formed in July 2014 through the merger of the former Faculty of Veterinary Science and the Department of Agriculture and Food Systems. The new Faculty creates opportunities for closer research collaborations and the formation of interdisciplinary teams to address major issues in veterinary and agricultural sciences. The Faculty's core teaching, postgraduate training, research, clinical consultancy and industry development activities are delivered at the Parkville, Werribee and Dookie campuses, and the Veterinary Hospital operates at Werribee.

Our interdisciplinary approach applies scientific, social, political and economic perspectives to address the needs of both human communities and the natural environment. We address the issues of climate change, food production and food security, crop, plant and soil health, water management, sustainable use of resources for agriculture, animal health and disease and other problems challenging key decision makers today.

Our academic staff engage with government and industry to investigate critical societal issues and the faculty is home to University research centres dedicated to this work. They include: Animal Welfare Science Centre; Primary Industry Climate Challenges Centre; Centre for Animal Biotechnology; Centre for Equine Virology; and the Asia-Pacific Centre for Animal Health', in which the University is a core partner. Research within the Faculty has led to some outstanding outcomes including: increased agricultural productivity; vaccines and diagnostic products that have been commercialised throughout the world; enhanced animal welfare; improvements in public health; and contributions to basic understanding of animal biology.

The Faculty is the only provider of Veterinary Science courses in Victoria and one of only a small number of Universities doing so in Australia. The Bachelor of Agriculture and Bachelor of Food Science along with coursework masters in Agricultural Sciences and Food Science offers one of the most comprehensive educational programs in agricultural and food science in Australia

5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based

industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

5.4 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs. <http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.

- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>

The Leadership Roles of Melbourne Professors

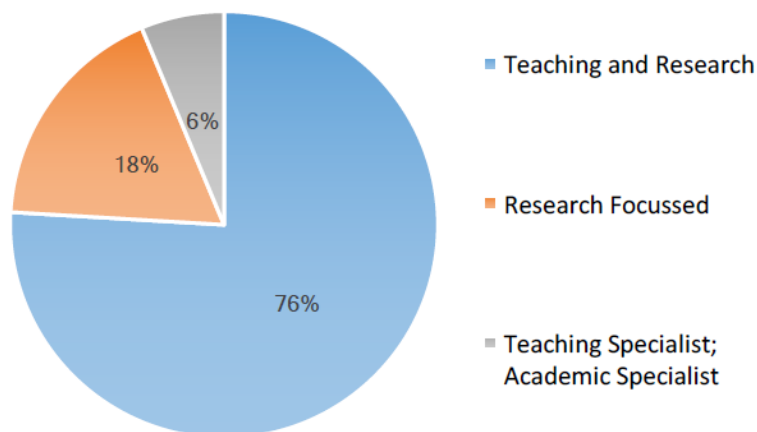


The rank of University of Melbourne professor brings with it expectations of distinguished leadership within and beyond the University. As the roles and activities of Melbourne professors are highly diverse, their leadership contributions are made in a variety of ways. This document frames the leadership expectations for professors and highlights the differing domains in which they may exercise influence for the betterment of the University and society.

Professors who, upon retirement or resignation, have provided distinguished and sustained service to the University through scholarship, intellectual and institutional leadership and have created an enduring legacy may be recognised with an appointment as Professor Emeritus.

The University of Melbourne has a large and diverse professorial community. The University has some 700 salaried professors (of which 30% are women and 70% men), constituting approximately 16% of the overall salaried academic staff. In addition, over 1000 honorary professors collectively make an extraordinary contribution to the University's research, teaching and engagement across faculties and graduate schools, affiliated hospitals and research institutes.

University of Melbourne salaried professors (2016)



Regardless of the specific nature of their appointments and roles, all Melbourne professors are expected to be ambassadors for the University who advance the capacity and standing of the institution. This can be achieved in a number of ways. For many professors, their leadership contributions are research-focussed; for others, it may be through teaching, learning or engagement; for many, it is a combination of these.

The leadership of professors is of course essential to achieving international excellence for the University. Melbourne professors have global and national prominence as intellectual leaders in their fields. It is expected that professors will work within and beyond established boundaries and discipline norms to produce research and teaching of the highest standard.

Melbourne professors also make distinguished contributions to shaping and advancing undergraduate and graduate teaching in their department and faculty, as well as the wider University. As inspirational teachers, professors serve as role models and mentors to students and academic staff and lead the achievement of world-class graduate attributes and educational outcomes for Melbourne's students.

The Melbourne professoriate includes professors who are prominent and critically-engaged public intellectuals who make authoritative contributions to government, industry, business and communities that improve society, creating an institutional environment that values and harmonises academic quality alongside societal impact and influence. Melbourne's Enterprise Professors make particular contributions that build the University's engagement with industry, business and government.

Professors of the University of Melbourne may make formal leadership contributions, such as through designated management and governance roles at faculty and University-wide level. Less formally, all professors are expected to be exemplary leaders of both academic and professional staff. They should actively develop others and actively contribute to the life of the University.

Professors are also expected to uphold and symbolise the highest levels of ethical practice and academic and professional integrity and to serve as role models in their relationships with students, professional staff and academics at all levels.

Examples of professorial leadership include:

- Professors may help early career academics and the University's students to forge influential research careers of their own. Actively nurturing and developing the research skills of other researchers, professors lead collaborative research teams, secure research grants that build institutional capacity and create opportunities for younger staff to meet and work alongside senior colleagues.
- Professors may make important contributions to education policy and practice through influential scholarship on teaching, learning, curriculum and assessment. Providers of expert educational advice to government and peak bodies, many professors influence national and international educational thinking and policy. At the University, Professors may build the nexus between teaching and research, establish curricula and teaching that is engaged with industry, business and communities, create work-integrated learning opportunities and introduce educational innovation.
- Beyond the University, many professors lead national and international academic, professional and community organisations and make intellectual contributions of significant value to public discourse, culture and institutions. The University strives to be one of the finest in the world in its engagement with society and commitment to public value, and professors may lead and serve on expert committees, participate in national and international reviews and lead community engagement and development programs.

Endorsed by: University Appointments and Promotions Committee Date: April 2017