



POSITION DESCRIPTION

Department of Veterinary Biosciences, Melbourne Veterinary School
Faculty of Veterinary and Agricultural Sciences

Veterinarian - Senior Lecturer/ Associate Professor (Pathology)

POSITION NO	0043576
CLASSIFICATION	Level C – Senior Lecturer Level D – Associate Professor <i>Level of appointment will be determined by the level of achievement of the applicant</i>
SALARY	Level C: \$120,993 - \$139,510 p.a. Level D: \$145,685 - \$160,500 p.a
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time
BASIS OF EMPLOYMENT	Continuing position available
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 Amir H. Noormohammadi Tel +61 3 8344 7342 Email Amirh@unimelb.edu.au <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 veterinary pathologist will be appointed as a Senior Lecturer or Associate Professor and will contribute to the professional training of graduate students and junior academic staff in veterinary pathology. The incumbent will be also responsible for initiating and leading the planning, development, implementation of research as well as establishing collaborations with researchers in other sections and supervising graduate students enrolled in research and coursework degrees in veterinary pathology.

Through the University of Melbourne's U-Vet Werribee Animal Hospital, the veterinarian will be responsible for the determining abnormal conditions, laboratory testing and performing autopsies to determine causes of death. The results of such tests may be made available to clients and used for research publications and teaching.

In addition, the Veterinarian will take a leading role and contribute to curricular development and to the theoretical and practical instruction in veterinary anatomic pathology of students enrolled in the Doctor of Veterinary Medicine (DVM) program.

The successful applicant will be based at the Werribee campus of the Faculty of Veterinary and Agricultural Sciences but will be expected to teach at the Parkville campus from time to time.

Level of appointment will be determined by the level of achievement of the applicant and level of qualifications.

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 C and D academic staff. The Key Responsibilities, outlined under 1.1 to 1.4 below, are to be read in conjunction with the appropriate standard.

Level C – Senior Lecturer or Senior Research Fellow

A level C academic will make a significant contribution to the discipline at the national level. In research, scholarship and/or teaching they will make independent and original contributions, which expand knowledge or practice in their discipline and have a significant impact on their field of expertise.

A level C academic will make a significant contribution to research and/or scholarship and/or teaching and/or administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. They may undertake research. They will play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of, and related administration for, the coordination of a large award program or a number of smaller award programs of the institution.

The research work of a level C academic will be acknowledged at a national level as being influential in expanding the knowledge of his or her discipline. This standing will be demonstrated by a strong record of published work or other demonstrated scholarly activities. A level C academic will normally provide leadership in research, including research training and supervision.

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

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.

1.1 RESEARCH AND RESEARCH TRAINING

At a level in accordance with the relevant MSAL above:

- ▶ Prepare research proposals and funding applications to external bodies, conduct research, publish research findings and clinical case reports, and foster research and extension links with agencies external to the Faculty
- ▶ Provide leadership of research activities within the Pathology group
- ▶ Supervise and mentor graduate research students
- ▶ Be responsible for the day to day project management and coordination of research activities
- ▶ Actively engage with key stakeholders to advance the overall research programs
- ▶ Acquire additional research funding from relevant sources
- ▶ Collaborate with relevant stakeholders, research partners and funding agencies
- ▶ Participate in research seminars and conferences

- ▶ Expand the knowledge of the discipline which impacts the field.

1.2 TEACHING AND LEARNING

At a level in accordance with the relevant MSAL above:

- ▶ Make personal, independent and innovative contributions to teaching and learning at all levels with the preparation and delivering of didactic lectures and practical classes to and develop multimedia teaching modules for veterinary students and contribute to their assessment
- ▶ Instruct veterinary students and trainee pathologists in the conduct of necropsy examinations of domestic animals
- ▶ Contribute to curricular development and assessment in veterinary anatomic pathology
- ▶ Participate in weekly histopathology slide seminars and gross pathology rounds and other professional education activities convened by the section
- ▶ Provide significant academic and pastoral input across the Faculty and University.
- ▶ Lead and contribute to the development of innovative programs and effectively and efficiently manage teaching and learning activities.
- ▶ Make a significant contribution to the discipline at a national level and make independent and original contributions which expand knowledge in the area.

1.3 LEADERSHIP AND SERVICE

At a level in accordance with the relevant MSAL above:

- ▶ Participation in the communication and dissemination of information relating to the discipline.
- ▶ Identify sources of funding to support individual or collaborative projects relating to the teaching and engagement discipline.
- ▶ Actively contribute to and participate in committees, events such as Discovery Day and other activities at the Department and Faculty levels.
- ▶ Undertake administration primarily relating to the activities of the role and in line with University of Melbourne requirements.
- ▶ Attendance at relevant conferences and incorporate learning's into practice, subject to funding.
- ▶ Lead and actively contribute to the diagnostic veterinary anatomic pathology service provided by the Faculty.
- ▶ Contribute to the veterinary profession and the discipline of veterinary pathology by active membership of relevant professional organisations
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.

2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address all of the following Essential Selection Criteria in their application. For information on how to address [Essential Selection Criteria](#)

2.1 ESSENTIAL

To be considered to the appointment of Senior Lecturer, Level C:

- ▶ A veterinary degree, with at least two years' experience, registrable in Victoria
- ▶ A specialist qualification in veterinary anatomic pathology or membership of the Australian and New Zealand College of Veterinary Scientists in a relevant chapter
- ▶ Demonstrated significant experience in the diagnosis of diseases of domestic animals
- ▶ A PhD or equivalent degree in veterinary anatomic pathology or relevant discipline
- ▶ Demonstrated experience in teaching veterinary students with demonstrable evidence of skill in delivery
- ▶ Demonstrated performance in research within the discipline of veterinary anatomic pathology or a related field, as evidenced by significant publications in refereed journals, or success in obtaining research funding
- ▶ Outstanding track record of research collaboration with government, industry and/or private organisations and provision of leadership in research project development, implementation and output
- ▶ Record in obtaining significant funding for research as primary investigator
- ▶ Demonstrated ability to effectively supervise and mentor graduate students, trainee pathologists or professional (technical) staff
- ▶ Evidence of capacity to develop innovative approaches to teaching in veterinary science
- ▶ Highly developed interpersonal skills with the ability to work with staff and students from diverse backgrounds
- ▶ Excellent written and verbal communication skills, with the capacity to foster and enhance links with a range of groups including researchers, the private sector, governmental organisations and the general community

In addition to the above, to be considered to the appointment of Associate Professor, Level D:

- ▶ Demonstrated sustained record of nationally and internationally recognised research within the discipline of veterinary anatomic pathology or a related field, as evidenced by publications in refereed journals as well as book chapters
- ▶ Evidence of outstanding leadership in University teaching and research
- ▶ Demonstrated leadership of a team of pathologists and professional (technical) staff, and involvement of their career advancement
- ▶ Made major original and innovative contributions to their field of study or research

2.2 DESIRABLE

- ▶ Experience in the design and evaluation of educational activities, including curriculum development

2.3 SPECIAL REQUIREMENTS

- ▶ The successful applicant must possess a full driver's licence valid in the state of Victoria.
- ▶ As the Faculty of Veterinary and Agricultural Sciences is located over multiple campuses, staff may be required to travel between campuses as required.

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 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.

5.2 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>.

5.3 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.

5.4 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>