



POSITION DESCRIPTION

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

Senior Lecturer / Associate Professor (Veterinary Neurology)

POSITION NO	0043971
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	Name: Matthias le Chevoir Tel: +61 3 834 46315 Email: Matthias.le@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 Senior Lecturer/Associate Professor in Veterinary Neurology will teach veterinary science students in the areas of veterinary medicine and surgery, initiate and perform research and supervise postgraduate research students, and participate in the medical and surgical services of the U-Vet Werribee Animal Hospital ("Hospital"). This will include marketing the service to the veterinary and general population, to increase the number of cases seen by the section to a level that provides financial stability for the service.

The position will be located at the Werribee campus of the University of Melbourne, about a 30 minute drive from the Melbourne CBD, but will be expected to teach and to attend meetings, seminars, and so forth, 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 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 – Associate Professor, Principal Research Fellow or Principal

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 TEACHING AND LEARNING

In line with the appropriate MSAL above:

- ▶ Conduct practical classes and tutorials in the area of veterinary medicine or surgery with an emphasis in the area of neurology.
- ▶ 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 students and contribute to their assessment
- ▶ Provide significant academic and pastoral input across the Faculty and University.
- ▶ Initiate and develop subject material, often in an integrated manner across disciplines
- ▶ Contribute to teaching and supervision of students which may include, but is not limited to the preparation of lectures, seminars, computer-assisted learning modules, marking and assessment, subject coordination, and the undertaking of administrative tasks associated with the role
- ▶ Make a significant contribution to the discipline at a national level and make independent and original contributions which expand knowledge in the area.
- ▶ Mentoring, consultation and leadership of students and more junior staff
- ▶ Undertake subject coordination in collaboration with colleagues.
- ▶ Lead and contribute to the development of innovative programs and effectively and efficiently manage teaching and learning activities.

- ▶ Supervision of postgraduate research students and Fellowship/Diplomat candidates.

1.2 RESEARCH

In line with the appropriate MSAL above:

- ▶ Prepare research proposals and funding applications to external bodies, conduct research, publish research findings and foster research and extension links with agencies external to the Faculty
- ▶ Undertake independent and innovation research resulting in the publication of research in peer-review journals, articles, conference and seminar papers.
- ▶ Successfully obtain scholarly or research funds and grants either independently or in collaboration.
- ▶ Undertake research by planning, executing and supervising research in veterinary neurology.
- ▶ Lead, develop and foster a strong research team.
- ▶ Meet the Faculty's definition of research active as outlined in the Faculty's *Definition of Research Activity* paper.
- ▶ Collaborate with relevant stakeholders, research partners and funding agencies

1.3 LEADERSHIP AND SERVICE

In line with the appropriate MSAL above:

- ▶ Developing and implementing a marketing strategy to increase the profile of the Department, School, Hospital and Faculty. This should be done in a cohesive fashion along with all other areas of the Faculty.
- ▶ Participate in recruitment and selection for the faculty as required.
- ▶ Oversee training and continuing education of veterinary staff.
- ▶ Ensuring that all requirements are met for the Performance Development Framework for staff supervised by this position in conjunction with the Chair of Veterinary Clinical Sciences and the Director, Clinic and Hospital.
- ▶ Participation in the communication and dissemination of information relating to the discipline.
- ▶ Attend and participate in Research Showcase events, including Discovery Day, and give internal and external oral seminars/lectures on the project topic areas.
- ▶ Attendance at relevant conferences and incorporate learning's into practice, subject to funding.
- ▶ Contribute to the veterinary profession and the discipline of veterinary neurology by active membership of relevant professional organisations
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.

1.4 ENGAGEMENT

In line with the appropriate MSAL above:

- ▶ Participate in clinical examinations and management of cases presented to the Hospital consisting of mainly but not exclusively to medical and surgical neurological cases. This includes the maintenance of accurate records and the provision of timely reports to hospital clinicians, referring veterinarians and clients as appropriate.
- ▶ Increase the number of cases currently being seen by the hospital and increase the hospital's profitability.
- ▶ Develop effective networks with staff, students and people external to the University to achieve the Department's goals
- ▶ Display a commitment to and efficacy in, promoting veterinary science to practitioners in Victoria through participation in veterinary continuing education, answering queries etc.

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

To be appointed as Senior Lecturer, level C

- ▶ Doctor of Veterinary Medicine or equivalent veterinary degree, registrable in Victoria
- ▶ Demonstrated extensive experience in clinical neurology practice.
- ▶ Demonstrated ability to undertake independent research, delivering against research objectives evidenced by a significant record of peer-reviewed publications, journal articles at the national level, as well as oral and written presentations to industry and lay audiences.
- ▶ Proven ability to productively undertake scientific projects.
- ▶ Demonstrated evidence of leading the application for scholarly or research funds and grants either independently or in collaboration.
- ▶ Demonstrated effective supervision and mentoring of postgraduate students to completion.
- ▶ Evidence of capacity to develop innovative approaches to teaching in veterinary science
- ▶ Demonstrated experience in teaching veterinary students with demonstrable evidence of skill in delivery
- ▶ 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
- ▶ A capacity to embrace and foster change

In addition to the above, to be appointed at Level D, Associate professor

- ▶ A PhD, or equivalent, awarded in a relevant discipline
- ▶ Demonstrated sustained record of nationally and internationally recognised research within the discipline of veterinary neurology or a related field, as evidenced by publications in refereed journals as well as book chapters, presentations at international conferences.
- ▶ Demonstrated evidence of success in obtaining scholarly or research funds and grants either independently or in collaboration.
- ▶ Evidence of outstanding leadership in University teaching and research
- ▶ Made major original and innovative contributions to their field of study or research

2.2 DESIRABLE

- ▶ Specialist certification in Veterinary Neurology.
- ▶ Capacity to develop research interests in neurology, which complement those of the Faculty of Veterinary Science.
- ▶ Developed cross-cultural sensitivity in teaching and learning.
- ▶ Competency in use of computers for teaching and communication of scientific results.

2.3 SPECIAL REQUIREMENTS OF THIS POSITION

- ▶ As the Faculty of Veterinary and Agricultural Sciences is located over several metropolitan and regional campuses, staff may be required to travel to, or work from, other sites and campuses as required.
- ▶ Possess a current drivers licence valid in the State of Victoria
- ▶ Be registered by the Veterinary Practitioners Registration Board of Victoria to practice in Victoria.
- ▶ There will be a requirement for work outside standard working hours including evenings and weekends
- ▶ Some heavy lifting may be required (ie large animals).
- ▶ Q fever, Hep B etc

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>