



POSITION DESCRIPTION

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

Lecturer/Senior Lecturer in Veterinary Clinical Pathology

POSITION NO	0044154
CLASSIFICATION	Level B – Lecturer Level C – Senior Lecturer <i>Level of appointment will be determined by the level of achievement of the applicant</i>
SALARY	Level B: \$98,775 - \$117,290 p.a. Level C: \$120,993 - \$139,510 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	Natalie Courtman Tel +61 3 8001 2567 Email natalie.courtman@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 Lecturer/Senior Lecturer in Veterinary Clinical Pathology will be appointed as a Teaching and Research academic with a focus on the delivery of clinical pathology services.

The incumbent is expected to teach undergraduate and graduate students in the area of veterinary clinical pathology, supervise specialist registration training, provide diagnostic clinical pathology services, and undertake administrative tasks and supervision of staff to ensure the smooth operation of the diagnostic service. The position will also be expected to contribute to and develop research programs and supervise postgraduate students.

The Lecturer/Senior Lecturer will be primarily located at the University of Melbourne's Faculty of Veterinary and Agricultural Sciences Werribee campus, U-Vet Werribee Animal Hospital, but will be expected to teach and to attend meetings, seminars etc. at other campuses from time to time.

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

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 B and C academic staff. The Key Responsibilities, outlined below, are to be read in conjunction with the appropriate minimum standards for academic levels (MSAL).

Level B - Lecturer, Research Fellow Grade 2

A Level B academic will undertake independent teaching and/or research in his or her discipline or related area. In research and/or teaching and/or scholarship, a Level B academic will make an independent contribution through professional practice and

expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

A Level B academic will contribute to teaching at undergraduate, honours and postgraduate level, and/or engage in independent scholarship and/or undertake research and/or engage in professional activities appropriate to his or her profession or discipline. He or she will undertake administration primarily relating to his or her activities at the institution and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the institution.

At Level B an academic will have experience in research or scholarly activities, which have resulted in articles in refereed journals or other demonstrated scholarly activities. Research may be carried out independently and/or as part of a team. Level B academics may supervise postgraduate research students or projects and be involved in research training.

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.

1.1 TEACHING AND LEARNING

At a level in accordance with the relevant MSAL above:

- ▶ Develop a strong teaching program around clinical service, in addition to didactic teaching.
- ▶ Make personal, independent and innovative contributions to teaching and learning at all levels (e.g., deliver lectures, workshops and seminars; set and examine assessable tasks; provide student advice; and contribute to the development of subjects and curricula).
- ▶ Provide strong academic input across the Hospital, Faculty and, if required, the University.
- ▶ Assisting in the supervision of residents or staff members and to help mentor them in the process of attaining fellowship or other specialty credentials.
- ▶ Contribute to the development of innovative programs and effectively and efficiently manage teaching and learning activities.

- ▶ Maintain currency with the latest ideas in the discipline to enable teaching in the discipline.

1.2 RESEARCH AND RESEARCH TRAINING

At a level in accordance with the relevant MSAL above:

- ▶ Identify and contribute to the application and preparation of research proposals and funding and grant applications to external bodies
- ▶ Conduct original and independent research either as principal investigator or in collaboration with others and foster research and extension links with agencies external to the Faculty
- ▶ Publication arising from research findings and clinical case reports in peer-reviewed journals, articles and oral and written presentations to industry and lay audiences.
- ▶ Supervise and mentor graduate research students
- ▶ Production of conference and seminar papers.
- ▶ Give internal and external oral seminars/lectures on project topic areas.
- ▶ Attend and participate in Research Showcase events and give internal and external oral seminars/lectures on the project topic areas.
- ▶ Perform administrative tasks primarily in association with the role as per the University of Melbourne Operating Model.

1.3 LEADERSHIP AND SERVICE

At a level in accordance with the relevant MSAL above:

- ▶ Deliver high quality knowledge exchange and engagement activities for end-users, industry, government and the community, as appropriate.
- ▶ Participate in Hospital, Faculty and University meetings, seminars, committees and promotional activities.
- ▶ Contribute to administrative activities, policy development and strategic activities at the Hospital, Faculty and, possibly, University levels.
- ▶ Involvement in professional activity, including participation in meetings of professional societies, and participation in continuing education events, for example practitioners' seminars or tutorials.
- ▶ Promote the U-Vet Werribee Animal Hospital, including its clinical pathology services, to both referring veterinarians and the wider community.
- ▶ Participate and contribute to meetings within the Hospital, Faculty, and when appropriate the University.
- ▶ Build and foster working relationships with stakeholders, clients and staff across the University.

1.4 CLINICAL

At a level in accordance with the relevant MSAL above:

- ▶ Participation in the delivery of clinical pathology services to the Veterinary Hospital. This includes the areas of: haematology, biochemistry, urinalysis, cytology and coagulation.
- ▶ Contribution to supervision and administration of the clinical pathology laboratory.
- ▶ Supervision and training staff including residents of staff in clinical pathology and pathology and assisting in training residents in clinical disciplines in the U-Vet Werribee Animal Hospital.
- ▶ Promoting clinical pathology to the profession, referring veterinarians, and the public
- ▶ Liaison with veterinary and professional staff in the U-Vet Werribee Animal Hospital and the broader Faculty, including surgeons, anaesthetists, radiologists, microbiologists, parasitologists, and pathologists, as required.
- ▶ The appointee is expected to provide clinical pathology services to the U-Vet Werribee Animal Hospital, researchers, and external veterinary clinics.

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 considered to the appointment of Lecturer, Level B

- ▶ A postgraduate qualification awarded in the field of veterinary pathology, or eligibility for qualification in this field. This includes: Fellowship of the Australian and New Zealand College of Veterinary Scientists; Diplomate of the American College of Veterinary Pathologists; Diplomate of the European College of Veterinary Clinical Pathologists; Membership of the Royal College of Pathologists; or Membership of the Australian and New Zealand College of Veterinary Scientists in Pathology.
- ▶ A veterinary degree eligible for full or specific registration in Victoria.
- ▶ Demonstrated ability to provide client-focussed high quality clinical pathology services including cytology.
- ▶ Demonstrated independent research or scholarly activity evidenced by a record of peer-reviewed publications and presentations to scientific and industry audiences.
- ▶ Demonstrated ability to effectively supervise and mentor students, trainees, and technicians.
- ▶ Demonstrated ability to attract research grants, relative to opportunity
- ▶ Excellent demonstrable communication skills in English, including the ability to work with people from diverse backgrounds.
- ▶ Demonstrated excellent organisational and administrative abilities and strong interpersonal skills, and the ability to work independently and as part of a team.
- ▶ Demonstrated teaching capacity, including competency in the use of computers for teaching and communication of scientific results.

In addition to the above, to be considered to the appointment of Senior Lecturer, Level C

- ▶ Demonstrated performance in research, as evidenced by a strong record of publications in refereed journals, conference presentations as well as success in obtaining research funding.
- ▶ Demonstrated ability to effectively manage and lead post-graduate students, trainees, and technicians.
- ▶ Demonstrated capacity to supervise the administration of a clinical pathology laboratory.
- ▶ Evidence of strong teaching practice as demonstrated by teaching in a range of different settings with consistently high teaching evaluations
- ▶ Evidence of independent reflection, review, and continuous improvement of curricula, teaching resources, and teaching approaches
- ▶ Evidence of a high level of involvement in professional activities at a national level

2.2 DESIRABLE

- ▶ Specialist registration in Victoria or eligibility for specialist registration in Victoria in Veterinary Clinical Pathology.
- ▶ Evidence of capacity to develop innovative approaches to teaching in a number of different settings.
- ▶ A higher degree by research at the Masters level or above, obtained or close to formal completion.
- ▶ Capacity to develop research interests in veterinary clinical sciences that complement those of the Faculty of Veterinary and Agricultural Sciences.

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.
- ▶ You are required to have current vaccination status for Tetanus, Hepatitis A and B and Q fever.
- ▶ This role will be expected to adhere to Hospital infection control guidelines.

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 U-VET WERRIBEE ANIMAL HOSPITAL

<http://www.vh.unimelb.edu.au>

The Hospital provides high quality veterinary services to small and large animals in the areas of general practice, referral medicine and surgery, neurology radiology, anaesthesia, and emergency and critical care, operates a Canine Blood Bank and provides clinical instruction to students of veterinary science.

The clinical services of the Hospital deal mainly with medical and surgical problems of dogs, cats, pocket pets and horses.

The Clinical Pathology service provides a program of education in clinical pathology for veterinary students and supports graduate training. The service also provides a diagnostic clinical pathology service to the Hospital, broader community and the veterinary profession.

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>