



POSITION DESCRIPTION

Melbourne Bioresources Platform
University Services

Veterinarian, Melbourne Bioresources

POSITION NO	0041958
CLASSIFICATION	PCS 9
SALARY	\$115,726 - \$120,404 p.a. plus 17% superannuation
EMPLOYMENT TYPE	Full time (fixed-term) position for 3 years Fixed term category: New Organisational Area
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
CURRENT OCCUPANT	New
HOW TO APPLY	Go to http://about.unimelb.edu.au/careers , under Current staff or Prospective staff, select the relevant option ('Current Opportunities' or 'Jobs available to current staff') and search for the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Mhairi Donohoe Tel +61 3 8344 1041 Email mhairi.donohoe@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 websites:

about.unimelb.edu.au/careers
joining.unimelb.edu.au

Position Summary

The position has primary responsibility for veterinary care of research and teaching animals at the University of Melbourne. The Veterinarian reports directly to the Director, Melbourne Bioresources and will establish a program of veterinary care at the University of Melbourne, which at a minimum will include: animal clinical care; emergency care; preventative medicine; anaesthesia; analgesia and surgery; and animal quarantine. The role will be responsible for providing technical expertise, education and training in general laboratory animal techniques including clinical, surgical and anaesthesia to staff across the University of Melbourne. In addition the role will ensure the obligations of animal health and welfare are met and the standards for the care and use of animals in research and teaching are continually advanced.

1. Selection Criteria

1.1 ESSENTIAL

- ▶ A veterinary degree registrable in the State of Victoria.
- ▶ A thorough understanding of research and an appreciation for disciplinary differences that are reflected in the different approaches to conducting research.
- ▶ Skills, knowledge, and ability in general laboratory animal techniques; clinical, surgical and anaesthesia techniques; and diagnostic procedures related to the detection and treatment of disease in laboratory animals in a university environment.
- ▶ A thorough understanding of the principles of research ethics and how they can guide research.
- ▶ Demonstrated commitment to animal welfare with an in-depth understanding of laboratory animal science, ethics and quality assurance programs for the care and use of animals in research and teaching.
- ▶ Knowledge of the legislative and regulatory instruments for the care and use of animals in research and teaching.
- ▶ Excellent written and verbal communication skills.
- ▶ Excellent interpersonal skills with the ability to relate to people from a wide variety of backgrounds.
- ▶ Be able to supervise and mentor graduate students, trainees, technicians and post-graduate students.

1.2 DESIRABLE

- ▶ A postgraduate professional qualification in small animal surgery (e.g. Fellowship ANZCVSC, ACVS Diplomate, ECVS Diplomate) that makes the applicant eligible for specialist registration in Victoria.
- ▶ A post-graduate research degree in a relevant scientific discipline that involves animal care and use, or a post-graduate qualification relating to laboratory animal science.
- ▶ Applicants who are residency-trained and Board eligible are also encouraged to apply.
- ▶ Experience in small group teaching.

2. Special Requirements

- ▶ Provide occasional emergency veterinary care and/or advice outside of normal working hours – sometimes at short notice.
- ▶ Travel to hospital and research sites.

3. Key Responsibilities

3.1 VETERINARY CARE PROGRAM

- ▶ Establish a veterinary care program across the University of Melbourne, which will include at a minimum: animal clinical care; emergency care; preventative medicine; anaesthesia; analgesia and surgery; and animal quarantine.

3.2 VETERINARY CARE AND ADVICE

- ▶ Ensure the practices for the care and management of animals are based on current best practice.
- ▶ Ensure availability and access to appropriate veterinary and diagnostic services so that the health status of the animals is maintained that safeguards animal wellbeing and meets the requirements of their proposed use.
- ▶ Provide high quality veterinary clinical care for the health and welfare of animals used in research and teaching, as required.
- ▶ Provide expert advice to researchers and to committees in ethics review and monitoring processes.
- ▶ Provide contemporary scientific and technical advice and related services on matters relevant to the care and use of animals in research and teaching. This includes aspects of biosecurity and maintenance of animal health status.
- ▶ Provide expert advice to address concerns about the health, welfare, and care and use of animals in research and teaching.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5 or 6.

3.3 EDUCATION AND TRAINING

In collaboration with the Animal Welfare Officer:

- ▶ Develop and deliver online and face-to-face training programs and complex workshops on the health, welfare and care and use of animals in research and teaching.
- ▶ Coordinate regular training and educational workshops in support of promoting animal welfare and best practice. This involves training of procedures such as surgery, anaesthesia, and analgesia.
- ▶ Participate in the communication and promotion of animal health and welfare.

4. Job Complexity, Skills, Knowledge

4.1 LEVEL OF SUPERVISION / INDEPENDENCE

The Veterinarian, Melbourne Bioresources, reports directly to the Director, Melbourne Bioresources. Further advice will come from Chairpersons from the: Melbourne Bioresources User Group committee; Research Ethics and Integrity Strategy Committee; and the Animal Welfare and Ethics Committee. The position exercises, at a senior level, a high degree of delegated authority and independence.

4.2 PROBLEM SOLVING AND JUDGEMENT

The Veterinarian, Melbourne Bioresources, will have high-level skills in problem solving to manage complex, technical, sensitive, and time-critical matters. As such, the Veterinarian, Melbourne Bioresources must use veterinary clinical expertise, effective analytical skills, and interpersonal skills to inform their work. The Veterinarian, Melbourne Bioresources will exercise tact and discretion as appropriate. A commitment to animal welfare, skills in advocating and achieving change, with the ability to work under pressure are essential.

4.3 PROFESSIONAL AND ORGANISATIONAL KNOWLEDGE

The position requires a high level of theoretical and applied knowledge of veterinary practice, laboratory animal management and medicine, quality assurance programs, and animal ethics. In addition, knowledge of the regulatory instruments that apply to the care and use of animals in research and teaching is necessary.

The incumbent must have a very good understanding of research including the key issues in laboratory animal science and animal welfare. The Veterinarian, Melbourne Bioresources will use their professional and personal networks to inform decision-making at a senior level in the University.

4.4 RESOURCE MANAGEMENT

The Veterinarian, Melbourne Bioresources is responsible for efficient time management and effective use of work resources without compromising quality. The incumbent will need to multi- task and to manage their own time effectively, applying their knowledge/expertise to streamline tasks, freeing more time for project activities.

4.5 BREADTH OF THE POSITION

The work of the Veterinarian, Melbourne Bioresources will positively affect how research is conducted at the University. The nature of the work conducted by the University in this area is sensitive and its release may have commercial consequences. The incumbent will have access to security-sensitive data that must remain protected and confidential at all times.

The Veterinarian, Melbourne Bioresources will work closely with researchers, graduate researchers and academics at all levels. The Veterinarian, Melbourne Bioresources will also interact with professional staff at all levels and at times, with regulatory authorities, professional and special interest groups, the media and the general public.

The Veterinarian, Melbourne Bioresources is a key source of advice on animal health and welfare, care and use in research and teaching to the University's research and teaching community at all levels including staff in Chancellery (Research), Deans, Heads of Departments/Schools, the RIC Directorate, professional staff in University Services and members of relevant committees.

5. Other Information

5.1 UNIVERSITY SERVICES

A trusted partner in shared services.

We operate with a clear, responsive, respectful, user-friendly approach and create a problem-solving culture that empowers people to deliver their best.

University Services comprises of approximately 1,600 staff and represents the aggregation and concentration of service delivery capability with the largest administrative unit within the University. It comprises ten portfolios:

- Research, Industry and Commercialisation
- External Relations
- Academic Services
- Finance and Employee Services
- University Procurement Services
- Infrastructure Services
- Project Services
- Legal and Risk
- Business Intelligence and Reporting
- University Services Operations

These portfolios are responsible for the planning, delivery and review of most professional services.

The University Services organisation also plays a key role in defining the service ethos and quality standards for the broad range of services, as well as leading key aspects of transformational change, and defining and influencing future service enhancements. At its core, the benefit from the establishment of University Services has come from building expertise, consolidating like functions / services, eliminating duplication, capturing the benefit of scale, and providing a platform that has improved process and system efficiency.

Melbourne Bioresources Platform is a unit with Infrastructure Services within University Services.

Melbourne Bioresources will work closely with the three academic faculties in relation to research services, compliance and performance target outcomes. Melbourne Bioresources will also need to work closely with other research platforms to ensure a whole-of-university approach to providing sustainable and innovative research platform services to researchers.

Overall, Chancellery Research has responsibility for the strategic leadership of the University's research agenda and research platforms.

5.1.1 UNIVERSITY SERVICES VALUES

University Services is committed to:

- ▶ Putting the University first, by acting in the best interest of students, academics and overall strategy
- ▶ Maintaining a culture of service excellence
- ▶ Working together as one team to achieve results through collaboration, respect and expertise.

INFRASTRUCTURE SERVICES

Infrastructure Services delivers efficient, sustainable, competitive, innovative and safe campus facilities and information technology services.

5.2 MELBOURNE BIORESOURCES

The Melbourne Bioresources Platform is a new organisation unit, and sitting within University Services. It has been established to provide a single operational platform for all of the University's small animal facilities in alignment with an established governance framework.

Within this framework a collaborative Platform Steering Committee provides strategic oversight and a Platform User Committee will provide ongoing input on operational effectiveness of underlying platforms. The Animal Welfare and Ethics Committee is responsible for the ethics and welfare oversight of the care and use of animals at the University and will work closely with the Director to ensure the operational effectiveness and integrity of animal care and use for scientific purposes.

5.3 THE UNIVERSITY OF MELBOURNE

The University of Melbourne is a leading international university with a tradition of excellence in teaching and research. With outstanding performance in international rankings, Melbourne is at the forefront of higher education in the Asia-Pacific region and the world. The University of Melbourne is consistently ranked among the world's top universities. Further information about our reputation and global ranking is available at <http://futurestudents.unimelb.edu.au/explore/why-choose-melbourne/reputation-rankings>.

Established in 1853, shortly after the founding of Melbourne, the University is located just a few minutes from the centre of this global city. The main Parkville campus 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.

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/index.html#home>

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 EQUITY AND DIVERSITY

Another key priority for the University is access and equity. The University of Melbourne is strongly committed to an admissions policy that takes the best students, regardless of financial and other disadvantage. An Access, Equity and Diversity Policy Statement, included in the University Plan, reflects this priority.

The University is committed to equal opportunity in education, employment and welfare for staff and students. Students are selected on merit and staff are selected and promoted on merit.

5.6 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/unisec/governance.html>.

6. *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.