



POSITION DESCRIPTION

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

Lecturer (Small Animal Surgery)

POSITION NO	0028524
CLASSIFICATION	Level B – Lecturer
SALARY	\$98,775 - \$117,290 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	Name :Dr Stewart Ryan Tel: +61 3 8001 2561 Email: stewart.ryan@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 appointee will provide specialist level and general surgery services for small animal patients at the University of Melbourne's U-Vet Werribee Animal Hospital ("Hospital") as well as provide leadership and support in small animal surgery service. The incumbent will also contribute to the management and development of the small animal surgery service within the Hospital. The position will initiate and perform scholarly activity in teaching and as well as develop subjects and teach undergraduate and graduate students in the area of small animal surgery. These responsibilities include participation in the delivery of lectures and practical classes in surgery and related topics, as well as responsibility for clinical teaching during small animal surgery rotations.

The position will involve a time commitment to clinical service and clinical teaching. The remaining time will be for professional development, preparation of teaching materials, scholarly activity in teaching and learning, and administration.

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

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 for Academic Levels (MSALs) 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 is the standard for Level B academic staff. The Key Responsibilities, outlined are to be read in conjunction with this MSAL.

Level B – Lecturer or Research Fellow (Grade 2)

A level B academic will undertake independent teaching and/or research in their 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. They will undertake administration primarily relating to their 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 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.

1.1 TEACHING AND LEARNING

- ▶ Assist in the development of courses and subjects for undergraduate and graduate veterinary and non-veterinary students
- ▶ Assist in the supervision of residents to help them in the process of attaining fellowship or other specialty credentials
- ▶ Contribute to innovative teaching and learning through conducting practical classes, excursions and tutorials
- ▶ Preparation and delivery of lectures, seminars, computer-assisted learning modules, and the like
- ▶ Consultation and mentoring with students
- ▶ Administrative tasks associated with the subjects taught including marking, assessment and subject coordination
- ▶ Participation in continuing education events, for example practitioner seminars or tutorials
- ▶ Supervision of postgraduate research students to completion
- ▶ Write publications arising from scholarly activity in teaching and continuing education.
- ▶ Undertake research in curriculum, teaching or assessment methods by seeking funding, planning, executing and supervising such research in veterinary clinical sciences
- ▶ Develop and promote collaborations with appropriate industry bodies.
- ▶ Maintain currency with the latest ideas to enable teaching in the discipline.
- ▶ Provide academic input and leadership across the Faculty and the University.

1.2 RESEARCH AND RESEARCH TRAINING

- ▶ This is a teaching only position, so there is no expectation that the incumbent will undertake research with the exception of curriculum research.

1.3 LEADERSHIP AND SERVICE

- ▶ Perform administrative tasks and serve on committees as directed and as appropriate for the level of appointment
- ▶ Lead, supervise and/or mentor more junior academics staff and students.
- ▶ Ensure that all requirements are met for the Performance Development Framework for staff supervised by this position in conjunction with the Academic Head of Small Animal Surgery and Anaesthesia Section and the Hospital Executive Director.
- ▶ Contribute to and participate in committees, events such as Discovery Day and other activities at the Hospital, Faculty and University levels.
- ▶ Communicate and disseminate of information relating to the discipline.
- ▶ Participate and lead in activities that strengthen the links between the University and the community which help in the dissemination and utilisation of knowledge.
- ▶ Involvement in professional activity, including participation in meetings of professional societies.
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- ▶ Engage and collaborate with peers and colleagues as well as the broader Faculty and University communities.
- ▶ Foster a harmonious workplace environment that is conducive to productivity, promotes creativity and rewards individual and group achievement.
- ▶ Champion ethical debate, research, education and industry engagement in the discipline.
- ▶ Undertake administration primarily relating to the activities of the role in line with the University of Melbourne Operating Model.

1.4 CLINICAL

- ▶ Efficient, enthusiastic provision of small animal surgery services in the Veterinary Hospital.
- ▶ Assist in developing and implementing a marketing strategy to increase the profile of the section and the hospital. This should be done in a cohesive fashion along with all other areas of the Hospital.
- ▶ Supervise and train staff including residents in small animal surgery, and assist in training residents in other clinical disciplines.
- ▶ Promote the clinical programs to the profession, referring veterinarians, and the public.
- ▶ Assist and/or facilitate the management of the small animal surgery service and the Veterinary Hospital with administrative duties

1.5 PEOPLE MANAGEMENT

- ▶ 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

1.6 RESPONSIBILITY AND COMPLIANCE

- ▶ Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others;
- ▶ Reliably follow communications protocols and/or policies as appropriate.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.
- ▶ Behavioural Expectations - All staff are expected to maintain the following behaviours:
 - ▶ Treat everyone equitably; act fairly with staff and demonstrate respect for diversity
 - ▶ Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration.

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

- ▶ Bachelor of Veterinary Science or equivalent veterinary degree registrable in Victoria with a minimum of two years relevant experience
- ▶ Board certified or Board Eligible, suitable for or registered as a specialist in small animal surgery such as; Fellowship of the Australian and New Zealand College of Veterinary Scientists in Small Animal Surgery, or equivalent Diplomate status in the American College of Veterinary Surgeons, or in the European College of Veterinary Surgery
- ▶ Demonstrated ability to manage a small animal surgery service and caseload
- ▶ Demonstrated experience of effective teaching in small animal surgery as well as supervising and mentoring students
- ▶ Commitment to excellence in and demonstrated interest in delivering innovative teaching materials or methods in small animal surgery to undergraduate and post-graduate students and residents
- ▶ Demonstrated active participation in gaining funds to further develop teaching and learning
- ▶ Excellent communication skills, as demonstrated by the preparation of original oral and/or written presentations, and/or publications
- ▶ Excellent interpersonal skills with the demonstrated ability to relate to people from a wide variety of backgrounds.
- ▶ Demonstrated capacity to work independently and as a member of a team to deliver high-quality teaching outcomes.

2.2 DESIRABLE

- ▶ Cross-cultural sensitivity in teaching and learning.
- ▶ Competency in the use of computers for teaching and communication of scientific results.
- ▶ Experience in the implementation of change in a large complex organization

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 in the State of Victoria
- ▶ Able to participate in a roster after hours, public holidays and weekends to support residents and clinicians
- ▶ Registration with Veterinary Practitioners Registration Board of Victoria
- ▶ All staff working with animals or in farm settings are required to have up to date vaccination for Tetanus and Q fever unless medically contra-indicated.
- ▶ This role will be expected to adhere to Veterinary 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 strive 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>