



POSITION DESCRIPTION

School of Agriculture and Food
Faculty of Veterinary and Agricultural Sciences

Associate Professor/Professor (Food Science)

POSITION NO	0043992
CLASSIFICATION	Level D - Associate Professor Level E - Professor <i>Level of appointment will be determined by the level of achievement of the applicant</i>
SALARY	Level D: \$145,685 - \$160,500 p.a. Level E: \$187,654 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	Erica Loring, Project Coordinator School of Agriculture and Food, Tel +61 3 8344 6437 Email e.loring@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 Faculty of Veterinary and Agricultural Sciences (FVAS) has identified a strategic need to add an additional academic leadership position in Food Science related disciplines to expand the current teaching and research capacity of the School of Agriculture and Food (SAF) within the Faculty. You will be appointed as Group Leader of the Food Science group and play an important role in the academic leadership of the undergraduate and postgraduate courses and subject streams that this group is responsible for delivering, particularly within the new generation Bachelor of Science degree and Master of Food Science degree.

The Faculty has identified Food Science as a key discipline for the future research strategy as well as the teaching program. The position will also complement established research strengths in FVAS such as Meat Science, Food Packaging and Innovation, Animal and Plant Production, Plant and Animal Biotechnology, and Sustainable Crop and Animal Production. Additionally, you will undertake a leading role in fostering the research program in Food Science related areas, and enhance interdisciplinary research within the Faculty and University in collaboration with external organisations.

You will build the departmental expertise in an area of food science that is either complementary to the current strengths of the group in areas of food innovation, or supplement these strengths in related food science application areas such as dairy science, functional foods, horticultural products, food commodities, food processing and manufacturing and food sensory technologies. You will also be expected to strengthen relationships with Carlton Connect and its key research partners of IBM, government departments and other relevant University groups and external research organisations and industry partners.

The provision of leadership in research, strategic planning, project development and planning, project management, and supervise research staff and postgraduate students is also an expectation of this role.

This role is primarily located at the Parkville campus of the University where excellent modern Food Science research laboratories are available.

Melbourne is the capital of the State of Victoria, Australia's leading food and agricultural exporting state and the acknowledged 'Food Bowl' of the nation with an annual turnover of \$A16 Billion. Excellent opportunities for research collaborations and contracts exist with the dairy, meat, horticultural, cereal-based foods and wine industries based in Victoria.

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

Please refer to Appendix A for further information regarding the expectations of Leadership Roles of Melbourne Professors.

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

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

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.

Level E – Professor

A level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

A level E academic will have attained recognition as an eminent authority in their discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A level E academic will make original, innovative and distinguished contributions to scholarship, research and/or teaching in their discipline and may undertake research. They will make a commensurate contribution to the work of the institution.

The research work of a level E academic will typically have achieved international recognition through original, innovative and distinguished contributions to their field of research, which is demonstrated by sustained and distinguished performance. At level E an academic will provide leadership in their field of research, within their institution, discipline and/or profession and within the scholarly and/or general community. They will foster excellence in research, research policy and research training.

1.1 TEACHING AND LEARNING

At a level in accordance with the relevant MSAL above:

- ▶ Guide the development of food science coursework programs, together with contributions to undergraduate and postgraduate teaching in food science
- ▶ Make personal, independent and innovative contributions to teaching and learning at all levels with the preparation and delivering of lectures and practical classes
- ▶ Coordinate and conduct lectures and tutorials at undergraduate and postgraduate level, including engagement in teaching innovation and improvement as required by the Head of the School and in line with Faculty work load models and Subject Evaluation Survey expectations
- ▶ Implement the recommendations coming from the recent review of current teaching programs and methodologies to provide rational and cohesive courses for undergraduate and postgraduate students at the highest international level
- ▶ Consult with students; supervise undergraduate, graduate or postgraduate students engaged in coursework or smaller research projects
- ▶ Demonstrate interest in the continued improvement of teaching quality

1.2 RESEARCH AND RESEARCH TRAINING

At a level in accordance with the relevant MSAL above:

- ▶ Lead and drive the research in aspects of the food science
- ▶ Build and sustain strong research activities in food science related areas, with a focus on interdisciplinary activities where appropriate
- ▶ Successfully obtain significant research funding from competitive grant and external bodies, i.e. industry and government
- ▶ Ensure a sustained report of published papers from, research conducted; and make presentations at national and international scientific conferences and industry forums;
- ▶ Attract, supervise and mentor junior researchers and RHD students in the food science related areas
- ▶ Mentor staff and research students to publish in top tiered refereed journals, books or monographs, reports and refereed conference proceedings
- ▶ Promote collaborations across institutions, internationally and nationally to further research in food science related disciplines
- ▶ Develop and implement education and research models that can be applied across a broad range of government and industry settings
- ▶ Provide leadership in developing research initiatives within the Faculty

1.3 LEADERSHIP AND SERVICE

At a level in accordance with the relevant MSAL above:

- ▶ Participate in industry and community liaison activities as arranged by the School
- ▶ Participate in School, Faculty and University committees and working groups, as appropriate

- ▶ Lead the education, training and research projects to ensure that they are completed within budget, on time, and of optimum quality
- ▶ Provide academic leadership across all aspects of the Faculty's activities
- ▶ Actively contribute to the overall leadership and strategic goals of food science and actively contribute to resource management and planning at FVAS
- ▶ Contribute to strategic planning and policy decision-making processes by actively participating on relevant committees in FVAS
- ▶ Foster excellence in research and teaching and develop best practice standards for the Faculty
- ▶ Provide leadership, mentoring and supervision to staff in the performance of their duties, monitoring and providing appropriate feedback
- ▶ Actively participate in professional activities including consulting, workshops and executive education courses for external participants
- ▶ Foster a harmonious workplace environment that is conducive to productivity; promotes creativity; and rewards and recognises individuals and group achievement
- ▶ Champion ethical debate, research, education and industry engagement in Food, Sustainability, Safety and Health related issues
- ▶ Develop, build and foster partnerships and collaborative opportunities with industry, government, collaborators at other Universities and other stakeholders that contribute to the engagement of teaching and research in the wider community engagement

In addition to the above, for appointment as a Professor (Level E) you must:

- ▶ Contribute to strategic planning and policy decision-making processes by actively participating on relevant committees;
- ▶ Liaise with peers in FVAS and the University to develop a collaborative approach to enhance educational and research programs of the School;
- ▶ Provide leadership in the evaluation of curriculum development and renewal at School, Faculty and University level;
- ▶ Develop strong collaborative interactions and synergies with other departments and faculties of the University, undertaking research of relevance to Food Science, and promote collaborations across institutions, nationally and internationally to further the research in Food Science related areas;
- ▶ Foster collaborations relating to research, teaching and learning with other educational bodies or institutions and with other scientists to develop a multidisciplinary approach to research;
- ▶ Lead a relevant research program within the discipline and attract high calibre students;
- ▶ Continue to make original and innovative contributions to scholarship, research and teaching in Food Science related disciplines;
- ▶ Establish national and international links with key academics and industry;
- ▶ Play a significant role in research projects, including mentoring and leadership of research teams;
- ▶ Make a significant international contribution to (and advancement of) the discipline;

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 Associate Professor, Level D:

- ▶ A PhD awarded in a food science discipline, related to plant, meat or dairy based foods and established expertise in one or more of the areas such as food microbiology and safety, nutrition science, food chemistry, sensory science, food packaging and food rheology.
- ▶ A successful record of securing substantial competitive research grants and a strong record of academic publications in peer reviewed journals, book chapters, conference papers and presentations.
- ▶ Excellent oral and written communication skills and capacity to work constructively and collaboratively and the ability to build rapport with all levels of staff within a diverse work environment;
- ▶ A record of success in teaching and learning at University level, including the development and delivery of courses in food science disciplines, management of student related issues and a record of successful research higher degree supervision.
- ▶ Demonstrated ability to develop strong links with the business sector, industry and government;
- ▶ Drive, energy and vision to build and lead a world-class research program.

In addition to the above, to be considered to the appointment of Professor, Level E;

- ▶ Demonstrated excellence in academic leadership and management including ability to build strong, sustainable teams, embedding change and driving performance in a large complex organisational environment;
- ▶ Recognition as an eminent authority in a relevant discipline, evidenced by a sustained record of original, innovative and distinguished contributions in peer reviewed journals, book chapters, conference papers and presentations.
- ▶ An international reputation in leading research innovation and fostering research collaboration with researchers from other organisations as part of multi-disciplinary teams;
- ▶ Proven success in working collaboratively and an ability to engage and build highly productive relationships with executives, staff and diverse stakeholders, both internal and external to the University and the ability to develop these networks at national and international levels;
- ▶ Demonstrated success in fostering excellence in leadership in developing scholarly research and professional activities, both nationally and internationally;
- ▶ A proven ability to lead change, with outstanding interpersonal skills and demonstrated capacity to motivate, persuade and negotiate.

2.2 SPECIAL REQUIREMENTS OF THIS POSITION

- ▶ Annual leave must be taken at a time, which accommodates the peak workflows of the area.
- ▶ 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 several metropolitan and regional campuses, staff may be required to travel to, or work from, other sites and 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>

The Leadership Roles of Melbourne Professors

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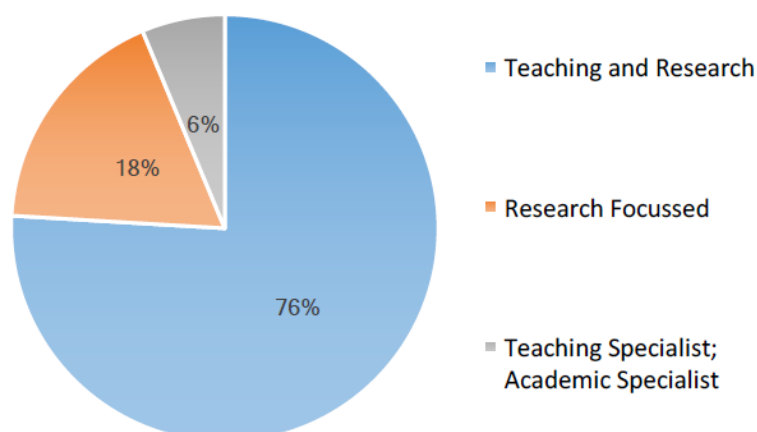


The rank of University of Melbourne professor brings with it expectations of distinguished leadership within and beyond the University. As the roles and activities of Melbourne professors are highly diverse, their leadership contributions are made in a variety of ways. This document frames the leadership expectations for professors and highlights the differing domains in which they may exercise influence for the betterment of the University and society.

Professors who, upon retirement or resignation, have provided distinguished and sustained service to the University through scholarship, intellectual and institutional leadership and have created an enduring legacy may be recognised with an appointment as Professor Emeritus.

The University of Melbourne has a large and diverse professorial community. The University has some 700 salaried professors (of which 30% are women and 70% men), constituting approximately 16% of the overall salaried academic staff. In addition, over 1000 honorary professors collectively make an extraordinary contribution to the University's research, teaching and engagement across faculties and graduate schools, affiliated hospitals and research institutes.

University of Melbourne salaried professors (2016)



Regardless of the specific nature of their appointments and roles, all Melbourne professors are expected to be ambassadors for the University who advance the capacity and standing of the institution. This can be achieved in a number of ways. For many professors, their leadership contributions are research-focussed; for others, it may be through teaching, learning or engagement; for many, it is a combination of these.

The leadership of professors is of course essential to achieving international excellence for the University. Melbourne professors have global and national prominence as intellectual leaders in their fields. It is expected that professors will work within and beyond established boundaries and discipline norms to produce research and teaching of the highest standard.

Melbourne professors also make distinguished contributions to shaping and advancing undergraduate and graduate teaching in their department and faculty, as well as the wider University. As inspirational teachers,

professors serve as role models and mentors to students and academic staff and lead the achievement of world-class graduate attributes and educational outcomes for Melbourne's students.

The Melbourne professoriate includes professors who are prominent and critically-engaged public intellectuals who make authoritative contributions to government, industry, business and communities that improve society, creating an institutional environment that values and harmonises academic quality alongside societal impact and influence. Melbourne's Enterprise Professors make particular contributions that build the University's engagement with industry, business and government.

Professors of the University of Melbourne may make formal leadership contributions, such as through designated management and governance roles at faculty and University-wide level. Less formally, all professors are expected to be exemplary leaders of both academic and professional staff. They should actively develop others and actively contribute to the life of the University.

Professors are also expected to uphold and symbolise the highest levels of ethical practice and academic and professional integrity and to serve as role models in their relationships with students, professional staff and academics at all levels.

Examples of professorial leadership include:

- Professors may help early career academics and the University's students to forge influential research careers of their own. Actively nurturing and developing the research skills of other researchers, professors lead collaborative research teams, secure research grants that build institutional capacity and create opportunities for younger staff to meet and work alongside senior colleagues.
- Professors may make important contributions to education policy and practice through influential scholarship on teaching, learning, curriculum and assessment. Providers of expert educational advice to government and peak bodies, many professors influence national and international educational thinking and policy. At the University, Professors may build the nexus between teaching and research, establish curricula and teaching that is engaged with industry, business and communities, create work-integrated learning opportunities and introduce educational innovation.
- Beyond the University, many professors lead national and international academic, professional and community organisations and make intellectual contributions of significant value to public discourse, culture and institutions. The University strives to be one of the finest in the world in its engagement with society and commitment to public value, and professors may lead and serve on expert committees, participate in national and international reviews and lead community engagement and development programs.

Endorsed by: University Appointments and Promotions Committee Date: April 2017