



POSITION DESCRIPTION

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

Tutor/ Lecturer (Production Animal and Farm Management Consultancy)

POSITION NO	0027361
CLASSIFICATION	Level A – Tutor Level B – Lecturer <i>Level of appointment will be determined by the level of achievement of the applicant</i>
SALARY	Level A: \$69,148 - \$93,830 p.a. Level B: \$98,775 - \$117,290 p.a.
SUPERANNUATION	Employer contribution of 9.5%
WORKING HOURS	Full-time
BASIS OF EMPLOYMENT	Fixed term – 3 years from commencement
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	A/ Prof John Larsen Tel +61 3 9731 2337 or Mob 0408 534 361 Email j.larsen@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 successful applicant will become part of a multi-disciplinary team within the Mackinnon Project at the University of Melbourne's Faculty of Veterinary and Agricultural Sciences at Werribee.

They will manage clinical cases in agricultural animal medicine and production (mainly sheep and beef cattle) and be mentored (Level A) as they undertake and provide whole farm consultancy advice to clients of the Mackinnon Project. Alternatively, they will provide consultancy advice independently after a short (3 month) introductory period (Level B).

In addition to clinical and consultancy work, the applicant will assist with research and farmer education activities that are a core part of the Mackinnon Group's work program and the Faculty's engagement with the livestock production sector of Victorian and Australian agriculture.

The successful applicant will have or attain a Certificate IV in Training and Assessment to enable presentation of farmer training courses through the TAFE sector. They will also be involved in teaching of veterinary students as part of the Doctor of Veterinary Medicine program, including the use of case material sourced from their consultancy activities.

Level of appointment will be determined by the level of achievement of the applicant.

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

Level A – Tutor, Research Assistant Grade 2, Research Fellow Grade 1.

A level A academic will work with the support and guidance from more senior academic staff and will work under the supervision of academic staff at level B and above.

A level A academic is expected to develop their expertise in teaching, scholarship and/or research with an increasing degree of autonomy and may work with limited supervision and/or as part of a team.

A level A academic will contribute to teaching at the institution (at a level appropriate to the skills and experience of the staff member) 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. The contribution to teaching and supervision of students of level A academics will be primarily at undergraduate and graduate diploma level.

The results of research conducted may be published as sole author or in collaboration.

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.

1.1 TEACHING AND LEARNING

In line with the appropriate MSAL above:

- ▶ Assist with teaching of veterinary students.
- ▶ Make personal and innovative contributions to teaching and learning by conducting tutorials, classes, practical demonstrations. This may extend to support in preparation of lectures, individual consultations and the provision of online resources.
- ▶ Lead and contribute to the development of innovative programs for learning by farmers.
- ▶ Maintain currency with the latest ideas in the discipline to enable teaching in the discipline.

1.2 RESEARCH AND RESEARCH TRAINING

In line with the appropriate MSAL above:

- ▶ Contribute to the profession through active membership of relevant organisations, including publication of articles in peer-reviewed journals and oral presentations at professional and industry forums.
- ▶ Help identify, initiate and prepare funding applications for group learning, consultancy and research projects, including proposals for corporate clients.
- ▶ Assist in the delivery of the whole farm and corporate consultancy services provided by the Mackinnon Project, in collaboration with the Director and other consultants.
- ▶ Contribute to the reporting required to meet the project milestones and reporting schedule as well as fully immerse in the research culture of the Faculty and University.
- ▶ Attend and participate in Research Showcase events, including Open Day, and give internal and external seminars/lectures on topic areas relevant to the role.
- ▶ Participate in farmer and industry group extension activities and other research projects conducted by the Mackinnon Project
- ▶ Provide constructive comment and assistance in the design, conduct and analysis of results from other consultancy and research activities conducted by the Mackinnon group.

1.3 LEADERSHIP AND SERVICE

In line with the appropriate MSAL above:

- ▶ Build and foster relationships to recruit, service and retain farmer and industry clients of the Mackinnon Group.
- ▶ Undertake administration relevant to the role and consistent with the University of Melbourne Operating Model. This will include billing and coordination of individual clients and corporate consultancy services provided by the Mackinnon Group. Collaborate and communicate effectively with colleagues.
- ▶ Collaborate with relevant stakeholders, and professional and industry bodies, to identify strategic opportunities for the Mackinnon Group.
- ▶ Initiate and participate in the provision of consultancy and diagnostic services and oversee reporting to and billing of those clients. This requires considerable autonomy, but will be done in consultation with the Director, other consultants and administrative staff within the Mackinnon Group.
- ▶ Participation in the communication and dissemination of information relating to the discipline.
- ▶ Work closely and collaboratively with the Faculty/Schools

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

- ▶ A Bachelor of Veterinary Science, Doctor of Veterinary Medicine or equivalent degree, enabling registration with the Victorian Veterinary Board. Alternatively, an applicant with a degree in Agricultural Sciences (or associated fields) and suitable post-graduate experience will be considered.
- ▶ Up to two years of experience in clinical veterinary practice, including experience with sheep and beef cattle, or equivalent experience in Agricultural consultancy practice.
- ▶ Demonstrated capability to undertake research, delivering against research objectives evidenced by a record of peer-reviewed publications, journal articles or detailed reports, as well as oral and written presentations to industry and lay audiences.
- ▶ Knowledge of and experience in the Australian sheep and beef cattle industries, including management systems and pasture production.
- ▶ A demonstrated record or willingness to provide consultancy and advisory services to farmers, agribusiness and government clients and demonstrated investigative and problem-solving skills.
- ▶ Demonstrated ability to be self-motivated, work successfully in a team and co-ordinate complex investigations.
- ▶ Excellent written and verbal communication skills and high level interpersonal skills, demonstrated by the ability to liaise effectively and relate well to a wide range of people in various situations.
- ▶ Some ability to provide whole farm consultancy services to the sheep and beef cattle industries, and an interest and capacity to further develop these skills. These skills will include farm economics, pasture agronomy, epidemiology, genetics and breeding programs and providing adult education in small groups.
- ▶ Demonstrated capacity to provide academic mentoring and consultation to students.
- ▶ Demonstrated capacity to assist or attract external funding to support teaching and/or scholarly activities.

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

- ▶ An ability to independently provide whole farm consultancy services to the sheep and beef cattle industries. These skills will include farm economics, pasture agronomy, epidemiology, genetics and breeding programs, providing adult education in small groups.
- ▶ Up to four years of experience in clinical veterinary practice, including experience with sheep and beef cattle, or equivalent experience in Agricultural consultancy practice.
- ▶ Demonstrated ability to teach innovative programs for learning

2.2 DESIRABLE

- ▶ A demonstrated awareness of the financial and management challenges faced by these industries, and the role of financial and management analysis in improving the profitability of individual farms.
- ▶ Prior experience in effective teaching to students within the discipline.

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
- ▶ Some overnight work may be required
- ▶ A current Victoria driver's licence. The clients of the Mackinnon Project are located in rural and regional areas, mainly in Victoria, and so regular travel by car to these sites is required.
- ▶ You are required to have current vaccination status for Tetanus, Hepatitis A and B and Q fever.

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 deserve 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 THE MACKINNON PROJECT

<http://mackinnonproject.fvas.unimelb.edu.au/>

The Mackinnon Project, based at the University of Melbourne's Faculty of Veterinary and Agricultural Sciences at Werribee, is a recognised leader in providing advisory and training services to the sheep and beef cattle industries of south-eastern Australia. It offers a range of services, including farm management consultancy, farmer training programs, applied research and undergraduate and post-graduate education.

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>