



Position Description

Senior Lecturer in Equine Surgery

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level C
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Participation in after-hours equine surgery roster Current registration or eligibility for registration with the Veterinary Practitioners Board of NSW.
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	August 2024



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff will be required to contribute to the success of the university strategy including meeting the eight key university key performance indicators:

Our Students	Commencing Progress Rate Student Experience
Our Research	Research Income Research Quality and Impact
Our People	Engagement All Injury Frequency Rate
Our Social Responsibility	Underlying Operating Result Community and Partner Sentiment



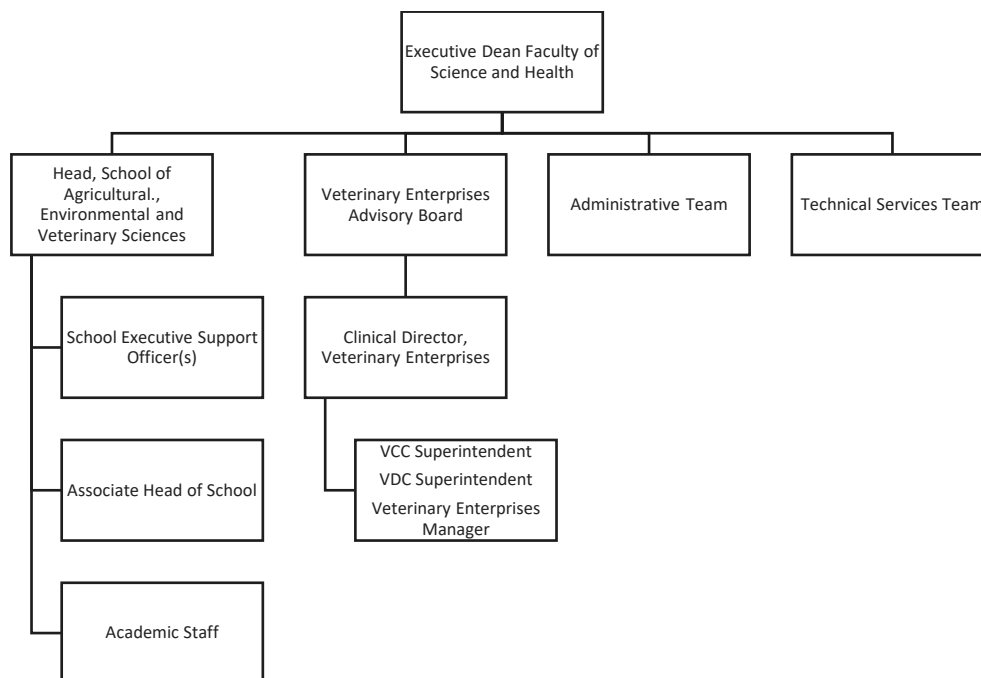
Faculty of Science and Health

School of Agricultural, Environmental and Veterinary Sciences

[The Faculty of Science and Health](#) has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce job-ready graduates for a diverse range of professions. As a leader in strategic and applied research, the Faculty aims to enhance and extend scientific knowledge, train and educate future researchers as well as provide scientific solutions to current regional, national and global challenges. The staff and students of the Faculty achieve their educational and research goals through ethical practice, professional collaboration, industry involvement and a commitment to continual improvement. The Faculty is involved in teaching and research over a wide range of areas, including: Agricultural and Wine Sciences, Biological Sciences, Veterinary and Animal Sciences, Dentistry, Medical Radiation Science, Pre-Hospital Care, Allied Health, Nursing and Midwifery, and Environmental Sciences.

The School of Agricultural, Environmental and Veterinary Sciences provides more than twenty undergraduate and postgraduate courses within the Faculty of Science and Health. This includes Agricultural Science, Agribusiness Animal Science, Environmental Science and Management and Veterinary Science. The School has substantial infrastructure of a high standard for training veterinary undergraduates and postgraduates, including access to on-campus veterinary enterprises in Wagga. The School has a strong research profile, including significant numbers of undergraduate honours and higher research degree students. Relevant research strengths include animal health, welfare and diseases, epidemiology, biosecurity, toxicology, animal models of human conditions and animal production.

Organisational chart



Reporting relationship

This position reports to: Dean of Veterinary Sciences

This position supervises: Nil



Key working relationships

- Head of School
- Clinical Director, Veterinary Enterprises
- Superintendent, Veterinary Clinical Centre
- Veterinary Enterprises Manager
- Academic and general staff, Veterinary Clinical Centre
- Subjects administration team

Position overview

As a Senior Lecturer in Equine Surgery you will teach, perform clinical work and engage in research and/or professional activity. The provision of leadership and high-quality equine surgery services at our Veterinary Clinical Centre (VCC) in Wagga Wagga is an important part of the role. These facilities are staffed by several clinicians and residents and are equipped with state-of-the-art diagnostic, imaging, surgical, anaesthetic and monitoring equipment. Teaching will include both undergraduates and postgraduates (residents).

The incumbent will be expected to further develop their research interests in collaboration with other staff in the School and University and/or professional skills including engagement with the profession and provision of referral practice. Contribution to a broad range of professional and administrative roles within the School is also required.

Principal responsibilities

- Provide leadership for the clinical and administrative requirements of referral equine surgery services. Maintain, develop and maintain professional relationships with all stakeholders of the VCC, including staff, clients, professional bodies and referring veterinarians.
- Expand knowledge and understanding of equine surgery through original contributions to the profession at a national level through industry engagement and/or scholarly activities and/or research activities or similar.
- Make important contributions to the development, implementation and promotion of Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver and lead high-quality student-centred learning opportunities in equine surgery or related areas as required to meet the teaching needs of the University.
- Excellence in teaching in a range of delivery modes, including, but not limited to, Workplace Learning in clinical settings, face-to-face didactic and problem-based learning (PBL).
- Contribute to collaborative processes to design, deliver and continually improve high-quality materials, resources and experiences relating to equine medicine within the Veterinary Science curriculum and other related courses delivered in SAEVS, including the giving and receiving of constructive feedback to enhance developmental outcomes.
- Provide leadership and manage the convening, coordination, delivery and moderation of subjects and/or courses, including didactic teaching of undergraduate veterinary science



students undergraduate students in other courses provided by SAEVS, as required, and clinical rotations at the VCC.

- Supervision of higher degree by research students and interns, as appropriate.
- Contribute to the academic environment of the School and the leadership of high performing teams which contribute to the development of the profession, discipline and community, as appropriate, with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Provide mentoring to support the academic development of junior colleagues in the School.
- Contribute to the governance, marketing, promotion, and administrative activities to facilitate the progression and growth of the VCC, School and Faculty.
- As required, represent the School/Faculty in a professional capacity, including to the relevant industries.
- Other duties appropriate to the classification as required.

Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

Focus on service	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Innovative	With creativity at our core, be open to new ideas and seek to find better ways.
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Adapt to change	Explore the reasons for change and be willing to accept new ideas and initiatives.
Apply expertise and technology	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.



Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations.
- Physically capable of conducting clinical work including with large animals.

Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A doctoral qualification in Veterinary Science or equivalent experience, accreditation and standing and highly developed skills relevant to equine surgery and eligibility for registration with the Veterinary Practitioners Board of NSW.
- B. Specialist qualifications in the field of equine surgery (Board certification by the American and/or European College of Veterinary Surgeons and/or Fellowship of the Australian and New Zealand College of Veterinary Scientists) or equivalent accreditation and standing through professional experience.
- C. A record of academic achievement of national standing through outstanding contributions to the scholarship of teaching and/or research/creative works and/or professional activity.
- D. Evidence of and demonstrated commitment to the delivery of high-quality student-centred learning and teaching.
- E. Knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- F. Demonstrated ability to provide effective leadership in an academic setting.



Brisbane

New South Wales

Dubbo

Port Macquarie

Orange

Bathurst

Sydney

Goulburn
NSW Police Academy

Wagga Wagga

Canberra

Albury-Wodonga

Wangaratta
Regional Study Centre

Victoria

Melbourne

● - Capital city ● - Campus location

