



## POSITION DESCRIPTION

Department of Veterinary Biosciences, Melbourne Veterinary School  
Faculty of Veterinary and Agricultural Sciences

### Lecturer (Veterinary Pathology)

POSITION NO	0045779
CLASSIFICATION	Lecturer, Level B
SALARY	\$98,775 - \$117,290 p.a.
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time
BASIS OF EMPLOYMENT	Continuing
OTHER BENEFITS	<a href="http://about.unimelb.edu.au/careers/working/benefits">http://about.unimelb.edu.au/careers/working/benefits</a>
HOW TO APPLY	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Amir H. Noormohammadi Tel +61 3 8344 7342 Email <a href="mailto:Amirh@unimelb.edu.au">Amirh@unimelb.edu.au</a>  <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](http://about.unimelb.edu.au/careers)

## ***Position Summary***

### **ABOUT THE POSITION**

The Lecturer in Veterinary Pathology will primarily be responsible for the theoretical and practical instruction in veterinary anatomic pathology of graduate students enrolled in the first, second, third and fourth years of the Doctor of Veterinary Medicine (DVM) course and undergraduate students enrolled in the Veterinary Bioscience Major in the third year of the Bachelor of Science (BSc) degree.

The successful applicant is also expected to develop skills in planning, developing and implementing research, establishing collaborations with researchers in other sections and supervising graduate students enrolled in research and coursework degrees in veterinary pathology.

The incumbent will contribute to the diagnostic service in veterinary anatomic pathology, performing post mortem examinations of a range of domestic, wild and exotic animal species, as well as histological examination of post mortem and biopsy specimens submitted by U-Vet Werribee Animal Hospital (U-Vet) clinicians and by external clients, with timely reporting of findings.

The Lecturer will have experience in teaching, research and/or leadership as well as demonstrated capacities to collaborate effectively.

The Lecturer will be located at the Werribee campus of the Faculty of Veterinary and Agricultural Sciences but will be expected to teach veterinary students from time to time at the Parkville campus.

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

## 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

- ▶ Prepare and deliver exciting and innovative didactic lectures and practical classes and develop multimedia teaching modules for veterinary students and contribute to their assessment.
- ▶ Instruct and supervise veterinary students and trainee veterinary pathologists.
- ▶ Contribute to the provision of a diagnostic necropsy and biopsy service (including an after-hours necropsy service).
- ▶ Participate in weekly histopathology slide seminars and gross pathology rounds, monthly pathology journal reviews and occasional case preparation and presentation for regional, national and international forums, including national veterinary pathology rounds and Joint Pathology Centre Slide Conferences.
- ▶ Administrative tasks associated with the subjects taught including marking, assessment and subject coordination.
- ▶ Lead and contribute to the development of innovative programs and effectively and efficiently manage teaching and learning activities.
- ▶ Maintain currency with the latest ideas in the discipline to enable teaching in the discipline.
- ▶ Ensure consistently strong teaching evaluations and other evidence of positive student feedback and peer review.
- ▶ Provide academic input and leadership across the Faculty and the University.

### 1.2 RESEARCH AND RESEARCH TRAINING

- ▶ Attract and retain research funding from competitive research grants and other funding sources.
- ▶ Conduct independent and original research and deliver against research objectives to meet project milestones and reporting schedule as well as fully immerse in the research culture of the Faculty.

- ▶ Supervise and mentor graduate research students.
- ▶ Promote and develop strategic partnerships with industry organisations.
- ▶ Lead and foster research activities of, and mentor, staff and students as appropriate to the Level of the role.

### 1.3 LEADERSHIP AND SERVICE

- ▶ Participate in and encourage communication of information relating to the discipline.
- ▶ Contribute to and participate in committees, events and other activities at the Faculty and/or University level.
- ▶ Undertake administration primarily relating to the activities of the role in line with the University of Melbourne Operating Model.
- ▶ Foster excellence in research and teaching and develop best practice standards for the Faculty and University.
- ▶ Assist development and implementation of education and research models that can be applied across a broad range of government and industry settings.
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships both within and outside the University.
- ▶ Expand the knowledge of the discipline which impacts the field.
- ▶ Actively participate in professional activities including consulting, workshops and executive education courses for external participants.
- ▶ Build and foster partnerships with industry, government, collaborators at other Universities and other stakeholders that contribute to the engagement of teaching and research in the wider community engagement.

### 1.4 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.
- ▶ Foster a harmonious workplace environment that is conducive to productivity; promotes creativity; and rewards and recognises individuals and group achievement.

## 2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address all of the following Essential Selection Criteria in their application.

### 2.1 ESSENTIAL

- ▶ A veterinary degree registrable in Victoria.
- ▶ An awarded PhD or equivalent, or postgraduate qualifications in veterinary anatomic pathology or relevant fields.

- ▶ Demonstrated ability to undertake independent and original research primarily in the field of veterinary anatomic pathology or a related field, as evidenced by a record of peer-reviewed publications and presentations to scientific and industry audiences
- ▶ Demonstrated capacity to work independently and as a member of a team to deliver high-quality teaching outcomes.
- ▶ Experience in gross and histopathological diagnosis, or investigation, of diseases of animals.
- ▶ Demonstrated capacity to effectively supervise and mentor graduate students, trainee pathologists and/or professional (technical) staff.
- ▶ Excellent written communication skills in English, appropriate for scientific and lay audiences.
- ▶ Excellent communication and negotiation skills and capacity to work constructively and collaboratively and the ability to build rapport with all levels of staff within a diverse work environment.

## 2.2 DESIRABLE

- ▶ A specialist qualification in veterinary anatomic pathology.
- ▶ Demonstrated experience of effective teaching in veterinary anatomic pathology or relevant fields.
- ▶ Experience in clinical veterinary practice.
- ▶ Experience in diagnostic veterinary clinical pathology, especially veterinary cytology, haematology and biochemistry.
- ▶ Success in obtaining research funding.

## 2.3 SPECIAL REQUIREMENTS

- ▶ 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.
- ▶ 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.

## 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>