

POSITION DESCRIPTION

School of Agriculture and Food
Faculty of Veterinary and Agricultural Sciences

Lecturer/Senior Lecturer (Sensory Science)

POSITION NO	0040435
CLASSIFICATION	Lecturer, Level B Senior Lecturer, Level C <i>Level of appointment will be determined by the selection panel against the level of academic achievement of the applicant</i>
SALARY	Lecturer: \$102,967 - \$122,268 p.a. Senior Lecturer: \$126,128 - \$145,431 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	Professor Frank Dunshea Tel: +61 3 8344 7124 Email: fdunshea@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 Lecturer/Senior Lecturer in Sensory Science will be responsible for independent teaching and research in the Faculty of Veterinary and Agricultural Sciences (FVAS) food research and science related disciplines, and to assist in expanding the capacity of the disciplines for the Faculty and University.

The field of sensory science has grown exponentially over the last decade and plays an important role in the food industry's understanding of food preferences both domestically and internationally. Federal and State Governments are committed to supporting increased research and training activities in food and nutrition, through partnerships with industry and government, as well as strategic university investment. The Faculty is committed to developing research capability in the area of food science through the appointment of a dynamic Lecturer/Senior Lecturer in Sensory Science.

The Victorian-based food industry is keen to work with the University, providing exciting opportunities for collaborative research. You will be expected to foster links with the food industry and to lead a sensory science research program, linking in with other related activities in the Faculty, the University and external community. There are excellent opportunities for collaboration with the faculties of Science, and Medicine, Dentistry and Health Science.

There is growing interest in sensory science among students at the University of Melbourne, both at undergraduate and postgraduate degree levels. The incumbent will make innovative and valuable contributions to teaching; supervise honours, postgraduate coursework and research higher degree students; and enjoy the opportunity to contribute to an exciting industry and interact with a student audience numbering into the thousands annually.

This role is primarily located at the Parkville campus of the University however, as the Faculty of Veterinary and Agricultural Sciences is located over multiple campuses, staff may be required to travel between campuses as required.

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

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.

MSAL Level C – Senior Lecturer

A level C academic will make a significant contribution to the discipline at the national level. In research, scholarship and/or teaching they will make independent and original contributions, which expand knowledge or practice in their discipline and have a significant impact on their field of expertise.

A level C academic will make a significant contribution to research and/or scholarship and/or teaching and/or administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level.

They will play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of, and related administration for, the coordination of a large award program or a number of smaller award programs of the institution.

The research work of a level C academic will be acknowledged at a national level as being influential in expanding the knowledge of his or her discipline. This standing will be demonstrated by a strong record of published work or other demonstrated scholarly activities. A level C academic will normally provide leadership in research, including research training and supervision.

1.1 TEACHING AND LEARNING

In accordance with the appropriate MSAL above

- ▶ Coordinate, supervise and guide the development of food science coursework programs and contribute to the undergraduate and postgraduate teaching in food science.
- ▶ Make personal, original, innovative and independent contributions to teaching and learning at all levels (e.g. deliver lectures, workshops and seminars; conduct tutorials, practical classes and field classes; set and examine assessable tasks; provide student advice; and contribute to the development of subjects and curricula).
- ▶ 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 significant academic and pastoral input across the Faculty and University.
- ▶ Make a significant contribution to the discipline at a national level and make independent and original contributions which expand knowledge in the area.
- ▶ Mentor and consult with students; supervise undergraduate, graduate or postgraduate students engaged in coursework or smaller research projects.
- ▶ Undertake scholarly activities associated with teaching which includes funding to support collaborative teaching projects and publication of scholarly activity.
- ▶ Provide input into the leadership and management of undergraduate and graduate course offerings in the School of Agriculture and Food.

1.2 RESEARCH AND RESEARCH TRAINING

In accordance with the appropriate MSAL above

- ▶ Contribute to advancement of food science as evidenced by contributing in all elements of research projects including management and leadership.
- ▶ 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.
- ▶ Build and sustain a significant research program in food science related areas, with a focus on interdisciplinary activities where appropriate.
- ▶ Attract and retain research funding from national and international competitive research granting agencies and other funding sources.
- ▶ Lead and foster research activities of staff and students as well as mentor staff and students as appropriate to the level of the role.

- ▶ Promote, develop and foster strategic partnerships across institutions, internationally and nationally particularly in the food and beverage industries to further research in related disciplines.
- ▶ Supervise honours, postgraduate coursework and research higher degree students and ensure completions in a timely manner.
- ▶ Disseminate research findings through seminars, conference presentations, and a sustained publication record in peer-reviewed international journals, articles and oral and written presentations to industry and lay audiences.
- ▶ Attend and participate in Research events and give internal and external oral seminars/lectures on the project top ideas.

1.3 LEADERSHIP AND SERVICE

In accordance with the appropriate MSAL above

- ▶ Provide significant leadership for driving new engagement initiatives or lead existing initiatives by presenting to the public to elevate awareness of educational, research and scientific developments, and promote critical enquiry and public debate within the community.
- ▶ Actively contribute to the overall leadership and strategic goals of food science and actively contribute to resource management and planning at FVAS.
- ▶ Participate and encourage communication and dissemination of information relating to the discipline.
- ▶ Actively participate in professional activities including consulting, workshops and executive education courses for external participants.
- ▶ Contribute and participate in committees, events such as Discovery Day and other activities within the Faculty and across the University, as appropriate.
- ▶ 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.
- ▶ Foster a harmonious workplace environment that is conducive to productivity, promotes creativity and rewards and recognises individuals and group achievement.
- ▶ 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.
- ▶ Significantly contribute to the evaluation of curriculum development and renewal at School, Faculty and University level.
- ▶ Undertake appropriate leadership roles within the Faculty, School and/or University, if available.
- ▶ Promote student well-being and ensure all students are aware of all University support services, working in collaboration or seeking advice from more senior staff.
- ▶ Engage with students to maximise positive experiences and develop student experience initiatives within the curriculum that contribute to the development of a strong student cohort.

1.4 PEOPLE MANAGEMENT

In accordance with the appropriate MSAL above

- ▶ 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.

1.5 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 4.
- ▶ 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

To be appointed to Level B, Lecturer:

- ▶ A PhD, or equivalent, awarded in sensory science, or related disciplines such as food science, food chemistry, food technology or meat or dairy science.
- ▶ Demonstrated ability to undertake independent original research, delivering against research objectives evidenced by a record of peer-reviewed publications and journal articles, book chapters, conference papers as well as oral and written presentations to industry and lay audiences.
- ▶ Demonstrated ability to develop and deliver innovative and exciting teaching in sensory science to students of all levels and backgrounds under a variety of settings as well as the ability to coordinate an award program within the discipline.
- ▶ Demonstrated ability to attract and sustain teaching and research grants from national competitive schemes such as the Australian Research Council (ARC).
- ▶ Demonstrated ability to engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.

- ▶ 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.
- ▶ Demonstrated capacity to provide academic mentoring, counselling and consultation to students and/or more junior staff.
- ▶ Demonstrated ability to work independently and effectively as well as within a teamworking with people of diverse cultural backgrounds.

In addition to the above, to be appointed to Level C, Senior Lecturer:

- ▶ Recognition as being influential in a relevant discipline, evidenced by a strong record of original, innovative independent and distinguished contributions in peer reviewed journals, book chapters, conference papers and presentations.
- ▶ A successful record of securing competitive research grants and/or industry funding and directing research programs.
- ▶ Demonstrated ability to develop strong links with food science and medical research groups, and other stakeholders in developing research at the national or international level.
- ▶ Drive, energy and vision to build and lead a world-class research program.
- ▶ Commitment to excellence in, and demonstrated capacity in leadership and innovation in, undergraduate and postgraduate teaching in sensory science.
- ▶ An excellent record in providing supervision to completion of graduate research students.
- ▶ A national and influential reputation in leading research innovation and fostering research collaboration with researchers from other organisations as part of multi-disciplinary teams.
- ▶ Demonstrated ability to mentor and guide junior staff in their career pathways and development.

2.2 SPECIAL REQUIREMENTS OF THIS POSITION

- ▶ 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 multiple campuses, staff may be required to travel between campuses as required.
- ▶ Significant interdisciplinary work related to sensory science.
- ▶ This position requires the incumbent to hold a current and valid Working with Children's Check.

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 has an outstanding international reputation for excellence and innovation in research and curriculum development, as well as for its links with industry, policy makers and the wider community. The Faculty of Veterinary and Agricultural Sciences was formed in 2014 following the disestablishment of the Melbourne School of Land and Environment at the University of Melbourne. The Faculty implemented a new two-School structure in 2017 which creates opportunities for close collaboration and the formation of interdisciplinary teams to address major issues in veterinary and agricultural sciences. The Faculty has benefited from substantial investment and state-of-the-art infrastructure to back its ambition to advance its standing as one of the finest in the world, and is committed to continue strategic investment in areas that support world-leading research and outcomes.

The Faculty provides over 20 courses and 250 subjects to around 4,200 students each year, including a large contingent of students from other faculties. The Faculty has approximately 420 staff comprising 235 research and teaching staff and 185 professional and veterinary staff (including veterinary hospital). Annual revenue is \$118m with approximately \$20m research income.

The Faculty provides the only veterinary medicine program in Victoria and the Bachelor of Agriculture is the largest undergraduate agriculture degree in Australia with 191 enrolments in 2017, continuing a five-year stretch of double-digit growth. The Faculty is well-placed to contribute to research, with a One Health approach and areas of excellence in infectious diseases (viral, bacterial and parasitic) and strength in animal and plant sciences, soil science and food. The campus at Dookie is the largest agricultural campus in the southern hemisphere. The University of Melbourne's agriculture program is the largest in Victoria and ranked 31 in the world according to the QS World University Rankings by subject. The Doctor of Veterinary Medicine program was the first graduate veterinary professional entry program in Australia, and is now being replicated in other leading Australian universities. The Faculty is ideally placed to contemplate changes that have far-reaching consequences on its teaching, engagement and research.

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>