



# Position Description

## Associate Professor in Small Animal Medicine

School of Animal and Veterinary Sciences

Faculty of Science

<b>Classification</b>	Level D
<b>Delegation Band</b>	<a href="#">Delegations and Authorisations Policy</a> (see Section 3)
<b>Special Conditions</b>	After hours roster and teaching across parts of 3 sessions is required
<b>Nature of Employment</b>	Continuing
<b>Workplace Agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date Last Reviewed</b>	May 2021



# 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 University 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 senior leaders will be required to contribute to the success of the University Strategy including meeting the eight-key university key performance Indicators:

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



## Faculty of Science

### School of Animal and Veterinary Sciences

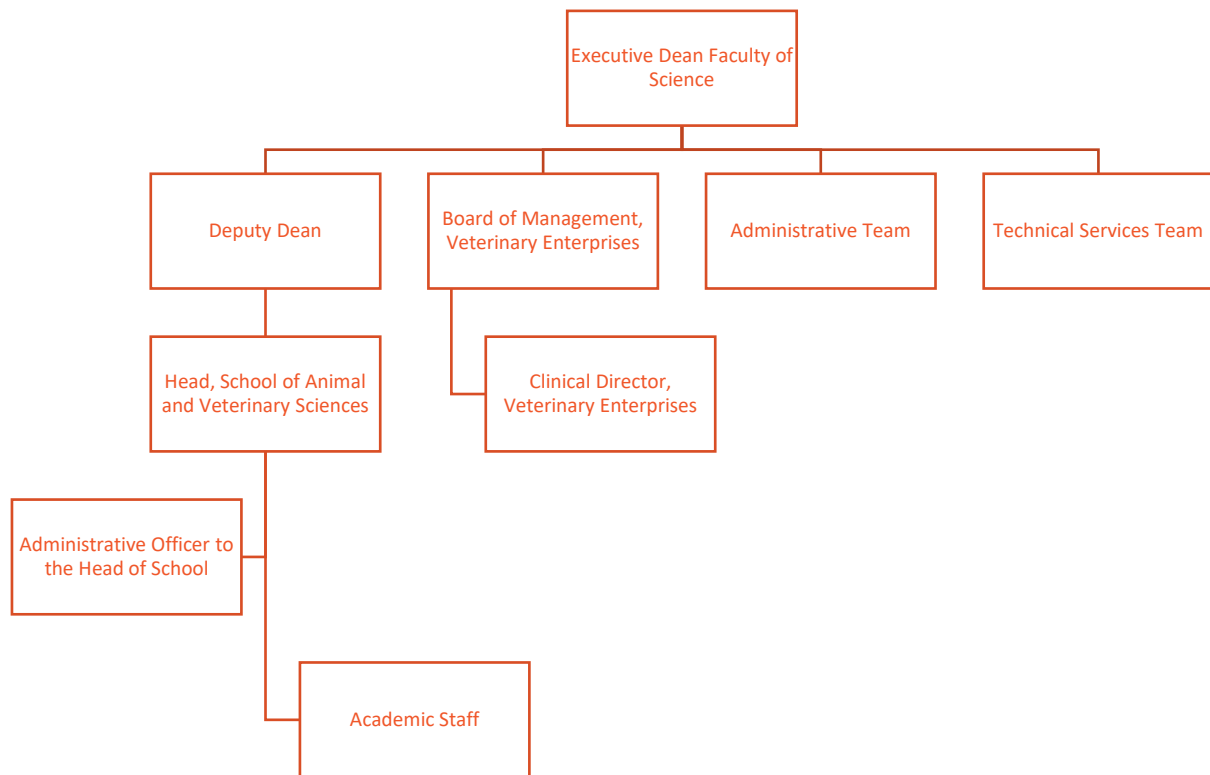
The Faculty of Science is a leader in strategic and applied research in a wide array of sciences and is one of the most broadly based scientific academic concentrations in Australasia. With more than 9000 students and over 500 staff, the Faculty delivers flexible, innovative teaching programs designed to produce job-ready graduates for the professions.

The School of Animal and Veterinary Sciences provides undergraduate courses in Animal Science, Equine Science, Veterinary Technology and Veterinary Science. The School has substantial infrastructure of a high standard for training veterinary undergraduates and postgraduates, including a Veterinary Clinical Centre and Equine Centre, Veterinary Diagnostic Laboratory, and a Small Animal Clinic as well as modern laboratories and animal facilities. The School has a rapidly growing research profile with significant numbers of undergraduate honours and higher research degree students. Relevant research strengths are in biosecurity, wildlife disease, animal models of human conditions, clinical science and animal production.

See <http://www.csu.edu.au/vet>



## Organisational chart



## Reporting relationship

**This position reports to:** Head, School of Animal and Veterinary Sciences

**This position supervises:** Nil

## Key working relationships

- Head of Small Animal Team
- Phase 2 Veterinary Science Coordinator
- Phase 3 Veterinary Science Coordinator
- Clinical Director



## Position overview

As the Associate Professor in Small Animal Medicine you will lead and manage staff, teach, perform clinical work and engage in research and/or professional activity. The provision of high-quality medical services, primarily to our referral hospital in Wagga Wagga, is an important part of the role. These facilities are staffed by several clinicians and equipped with state-of-the-art diagnostic, imaging, anesthetic and monitoring equipment. Teaching will include both undergraduates and postgraduates (interns/residents).

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

## Principal responsibilities

- Make an outstanding contribution to the development, implementation and promotion of CSU learning and teaching methodologies, processes, technologies and tools to deliver and lead high quality student centred learning opportunities in the relevant discipline and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment.
- Undertake clinical work and instruction of students using a range of teaching modalities in small companion animal medicine to a high level of competence.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Supervision of Research Higher Degree students.
- Provide leadership in collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback.
- Lead and manage the convening, coordination and delivery of subjects and/or courses, as required.
- Provide significant mentoring to support the development of colleagues.
- Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies.
- Expand current knowledge and understanding of the relevant discipline through original and substantial contributions to clinical activity, industry engagement and/or scholarly activities or similar and/or provide a significant degree of leadership and management of research teams which contribute to the development to the profession, discipline and/or community.
- Engage and/or lead and make significant contributions in ethical, high quality research/creative works and/or professional activity in the discipline of small companion animal medicine at a national and international level through clinical activity, scholarship, publication and presentation.
- Conduct ethical, high quality research/creative works or professional activity relevant to the discipline at a national and international level through clinical activity scholarship, publication and presentation.
- Develop and execute a research plan which aligns with CSU's Research Plan and objectives including securing external funding and maintaining up-to-date research records within CSU's research database.
- Lead collaborative research projects with internal and external researchers and stakeholders.



- Provide leadership and foster partnerships with the professions including referring veterinarians that bring direct benefit to the strategic work of the university, in terms of teaching, workplace learning, course profile and/or areas of research strength.
- Develop, lead and/or evaluate continuing professional education and maintain professional accreditation.
- Undertake larger projects that enhance curricula and that are of particular benefit to the School or discipline.
- Promote the achievements and clinical performance of the Small Animal Referral Hospital to the local and regional community.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Participate in the After-Hours roster.
- Other duties appropriate to the classification as required.

## Role-specific capabilities

<b>Focus on service</b>	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
<b>Be business savvy</b>	Look to add commercial value in our roles, processes and ways of working.
<b>Apply expertise and technology</b>	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
<b>Lead and supervise</b>	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
<b>Plan and organise</b>	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.
<b>Achieve personal work goals and objectives</b>	Accept and tackle demanding goals, work hard, make the most of development opportunities, seek progression.

## 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.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.
- Participate in clinical practice relevant to small companion animals.



## Selection criteria

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

### Essential

- A. A doctoral qualification, relevant to the discipline or equivalent accreditation and standing and eligibility for registration with the Veterinary Practitioners Board of NSW.
- B. A record of achievement of national and/or international standing through outstanding contributions, including academic leadership, to the scholarship of learning and teaching and/or research/creative works or professional activity.
- C. Significant experience in and comprehensive knowledge of the discipline area.
- D. Evidence of success in leading others in delivering high quality student centred learning and teaching.
- E. Demonstrated ability to provide effective leadership and build people capability in a significant setting, and to contribute to the leadership and collegial life of the University and profession and/or discipline.



