



POSITION DESCRIPTION

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

Lecturer/ Senior Lecturer (Cattle Medicine)

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| POSITION NO | 0045794 |
| 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: \$98,775 - \$117,290 p.a. Senior Lecturer: \$120,993 to \$139,510 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 | Associate Professor Peter Mansell Tel +61 3 9731 2222 Email pmansell@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

As an enthusiastic and competent Lecturer/Senior Lecturer in cattle medicine, the role will involve undertaking innovative research and teaching to undergraduate and graduate students within the courses taught by the Faculty of Veterinary and Agricultural Sciences (FVAS) at the University of Melbourne. This role involves presenting lectures, practicals, workshops and tutorials to students, collaboratively undertaking the development of the curriculum and the preparation and assessment of tests and examinations.

The successful applicant will be required to undertake and participate in research in the field of cattle medicine and production, including with established collaborators of the University of Melbourne in these fields. The successful applicant will also be expected to participate in the supervision of veterinary residents involved in the practice-based rural training scheme.

Commensurate with academic career stage, the Lecturer or Senior Lecturer will have experience in teaching, research and leadership as well as demonstrated capacities to collaborate effectively and build successful teams by fostering academic excellence in others. The Lecturer or Senior Lecturer will also have achieved recognition through original and innovative contributions to the discipline.

The lecturer will be based at the Werribee campus, but will be expected to teach and to attend meetings and seminars at the Parkville campus and further afield as necessary.

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.

MSAL Level C – Senior Lecturer or Senior Research Fellow

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 may undertake research. 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

- ▶ Conduct a strong and innovative teaching program in cattle medicine which may include, but is not limited to, lectures, seminars, computer-assisted learning modules, tutorials and practical classes.
- ▶ Contribute to coursework subjects, including the MVS subjects undertaken by the dairy veterinary residents.
- ▶ Contribute to curriculum design and the development of learning materials and identify appropriate approaches to teaching cattle health and management.
- ▶ Assist with the preparation and marking of formative and summative assessments in relevant subjects.
- ▶ Maintain currency with the latest ideas to enable teaching in the discipline.

- ▶ Mentor and consult with students; supervise undergraduate, graduate or postgraduate students engaged in coursework or smaller research projects.
- ▶ Provide academic input and leadership across the Faculty and the University.

1.2 RESEARCH AND RESEARCH TRAINING

In accordance with the appropriate MSAL above

- ▶ Conduct research and delivery against research objectives to meet project milestones and reporting schedule as well as fully immerse in the research culture of the Faculty.
- ▶ Contribute to the supervision of the dairy veterinary residents, including practically orientated field-based research programs.
- ▶ Initiate and undertake independent and original nationally recognised research.
- ▶ Attract and retain research funding from competitive research grants and other funding sources.
- ▶ Lead and foster research activities of, and mentor, staff and students as appropriate to the Level of the role.
- ▶ Promote and develop strategic partnerships with industry organisations.
- ▶ Supervise honours, postgraduate coursework and research higher degree students and ensure completions in a timely manner.
- ▶ Author publications arising from scholarship or research in peer-reviewed journals, articles and oral and written presentations to industry and lay audiences.
- ▶ Build and sustain strong research activities in cattle health or related areas, with a focus on interdisciplinary activities where appropriate.
- ▶ Attend and participate in Research Showcase events and give internal and external oral seminars/lectures on the project topic areas.

1.3 LEADERSHIP AND SERVICE

In accordance with the appropriate MSAL above

- ▶ Contribute to project management for the dairy veterinary resident program, including mentoring of the residents and undertaking liaison with veterinary practices, industry bodies and external funding agencies.
- ▶ Assist in the 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.
- ▶ Expand the knowledge of the discipline which impacts the field.
- ▶ Participate and encourage communication and dissemination of information relating to the discipline.
- ▶ Lead, supervise and/or mentor more junior academics staff and students.
- ▶ Identify sources of funding to support individual or collaborative projects relating to the teaching, research and engagement of the discipline.
- ▶ Contribute and participate in committees, events such as Open Day 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.
- ▶ Foster a harmonious workplace environment that is conducive to productivity, promotes creativity and rewards and recognises individuals and group achievement.

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 veterinary degree (BVSc, DVM or equivalent) rendering the applicant eligible to be registered as a veterinarian in the state of Victoria.
- ▶ Experience in veterinary practice with dairy and/or beef cattle.
- ▶ Demonstrable capacity to develop and deliver innovative teaching to students.
- ▶ Demonstrated ability to undertake independent and original research, evidenced by a record of peer-reviewed publications and presentations to scientific and industry audiences.
- ▶ A capacity to effectively provide supervision of graduate research students and mentor and guide more junior staff in their career pathways and development.

- ▶ Demonstrated capacity for engagement with industry and other stakeholders.
- ▶ An in-depth knowledge of one or more fields within cattle health and production, enabling teaching of early-career graduate veterinarians in these fields.
- ▶ Excellent demonstrable communication skills in English, including the preparation of original oral presentations and written publications, appropriate for scientific and lay audiences.
- ▶ A capacity to work both independently and as a member of a team to deliver high-quality teaching and/or research outcomes.
- ▶ Excellent organisational and administrative abilities and strong inter-personal skills, including the ability to work with people of diverse cultural backgrounds.

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

- ▶ A PhD or equivalent, awarded in production animal health or related disciplines.
- ▶ Recognition as being influential in the discipline, evidenced by a strong record of original, innovative 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.
- ▶ Commitment to excellence in, and demonstrated capacity in leadership and innovation in, undergraduate and postgraduate teaching in the discipline.
- ▶ Demonstrated ability to develop strong links with the industry, primary industry departments and other stakeholders in developing research and industry initiatives at the national or international level.
- ▶ A record in attracting and providing supervision to completion of graduate research students.
- ▶ Demonstrated experience of effective staff management and leadership within teams.

2.2 DESIRABLE

- ▶ A good working knowledge of the Australian dairy and/or beef industries.
- ▶ A working knowledge of veterinary epidemiology and biostatistical analysis.
- ▶ Experience working within a University environment.

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.
- ▶ You are required to have current vaccination status for Tetanus, Hepatitis A and B and Q fever.
- ▶ A willingness to travel in the role, including in rural Victoria and interstate as necessary.
- ▶ The successful applicant must possess a full driver's licence valid in the state of Victoria.

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.

4.1 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.

4.2 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>.

4.3 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.

4.4 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>