

Associate Professor in Equine Surgery

School of Animal and Veterinary Sciences

Faculty of Science

Classification	Level D
Special Conditions	Participation in after-hours surgery roster and teaching into veterinary curriculum.
Nature of Employment	Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	October, 2018

Our University Values



Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

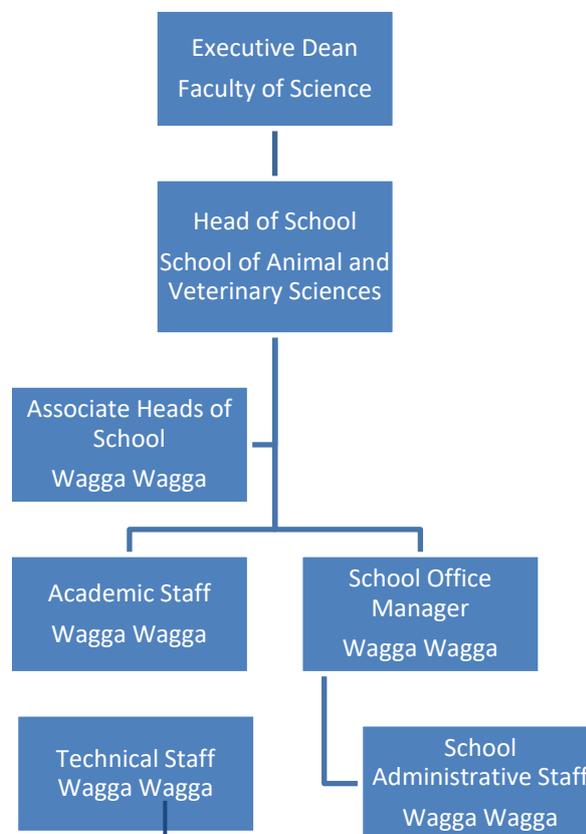
Faculty of Science – Organisational Environment

[The Faculty of Science](#) 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 Animal and Veterinary Sciences](#) provides undergraduate courses in Animal Science, Equine Science and Veterinary Science, as well as a Graduate Certificate in Captive Vertebrate Management. The School has substantial infrastructure of a very high standard for training veterinary undergraduates, 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 reflected in increasing numbers of undergraduate honours and higher research degree students. Relevant research strengths are in respiratory physiology, wildlife disease, animal models of human conditions, clinical science and animal production.

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

Organisational Chart



Reporting Relationships

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

This position supervises: Nil

Position Overview

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

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

Principal Responsibilities

1. 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 equine surgery and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, but particularly Problem Based Learning and in clinical teaching;
2. Supervision of Research Higher Degree students;
3. Contribute and lead collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback;
4. Build strong professional relationships with students and provide timely and appropriate consultation and feedback;
5. Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or clinical innovation
6. Establish and maintain strategic relationships and networks with a range of stakeholders including referring veterinarians, community, government and industry/professional bodies;
7. Maintain a sound and current knowledge and understanding of the discipline of equine surgery through industry engagement and/or scholarly activities or clinical innovation;
8. Provide significant leadership and foster partnerships with the veterinary profession 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;
9. Engage in professional activities and/or research at an international level that advances the standing and practice of the veterinary profession, especially in equine surgery;
10. Develop, lead and support continuing professional education including Resident supervision and maintain professional accreditation;
11. Conduct ethical, high quality research/creative works or professional activity in equine surgery at a national and international level through scholarship, publication and presentation;
12. Develop and execute a research plan which aligns with CSU's Research Plan and objectives, including applications for external funding;

13. Make an outstanding contribution to the development and improvement of policy and practice through leading external professional reviews, involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies, and national or international delegations, consistent with the University's Outside Professional Activities Policy;
14. Engage in and make substantial contributions in professional practice in a discipline or field for the purposes of improving/transforming professional practice and feeding back into teaching and/or practice across the professions OR which demonstrates the maintenance or development of significant advanced practice skills or improves/transforms practices within the profession and which informs teaching;
15. Engage in professional activities linked to knowledge development and problem solving such as research with, for and about the profession and about professional practice; projects related to critical evaluation and enhancement of practice; collaborations with research colleagues and professions/industries/businesses; authorship/editorship;
16. Provide leadership for projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula;
17. Participate in shared after-hours surgical roster;
18. Must currently hold a NSW drivers licence or be willing to obtain a NSW driver's license;
19. Other duties appropriate to the classification as required.

Physical Requirements

- 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.
- On occasion travel in/drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at:
<https://policy.csu.edu.au/view.current.php?id=00176> and
<https://policy.csu.edu.au/view.current.php?id=00184>.

Selection Criteria

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

Essential Criteria for Appointment Level D

- A. A degree in Veterinary Science and eligibility for registration with the Board of Veterinary Practitioners in NSW
- B. A doctoral qualification, relevant to the discipline or equivalent accreditation and standing.
- C. A postgraduate qualification, doctoral or equivalent appropriate to equine surgery or board certification (American and/or European) or equivalent accreditation and standing through professional experience;
- D. A record of academic achievement of international standing through outstanding contributions, including academic leadership, to the scholarships of teaching and/or research/creative works or professional activity;
- E. A record of considerable experience and achievement relevant to the discipline area, and at an international level, in the scholarship of teaching and/or research and/or professional activity related to equine surgery; significant knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar;
- F. Demonstrated ability in the application of exceptional analytical, critical thinking and problem solving skills;
- G. Superior written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback;
- H. Demonstrated success in identifying, building and maintaining strong partnerships, networks and relationships to achieve professional and team objectives;
- I. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.
- J. Demonstrated ability to provide effective leadership in an academic setting and building people capability

Further information is available from

Associate Professor Rob Woodgate
Head of School Animal and Veterinary Sciences
Phone: (02) 6933 4107
Email: savshos@csu.edu.au

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Occupational Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)