Charles Sturt University

Position Description

Associate Lecturer/Lecturer/Senior Lecturer in Ruminant Health and Production

School of Animal and Veterinary Sciences

Faculty of Science

Classification	Associate Lecturer – Level A Lecturer – Level B Senior Lecturer – Level C
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	February 2020

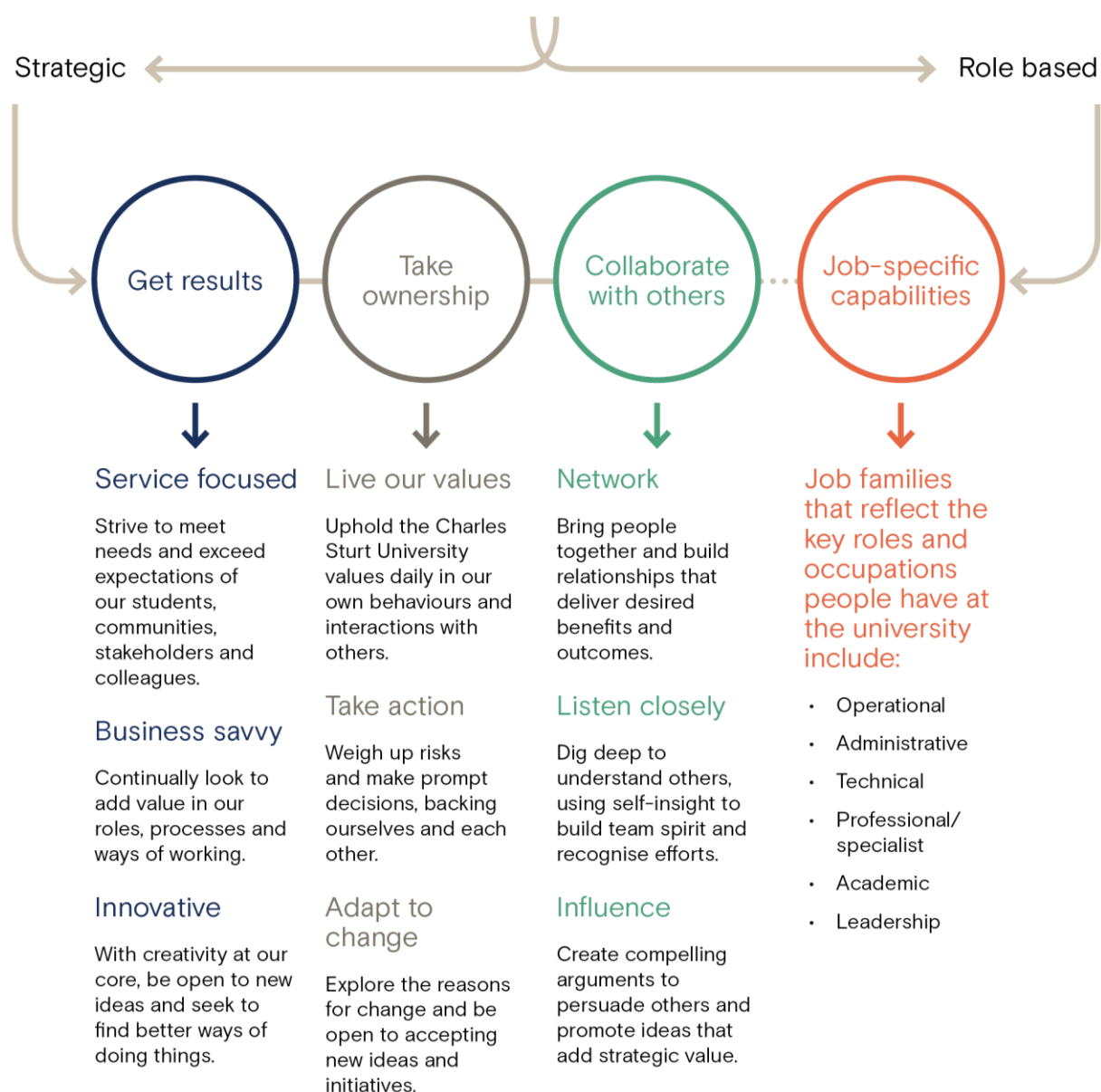## Faculty of Science

School of Animal Health and Production

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, Veterinary Technology and Veterinary Science. The School has substantial infrastructure of a high standard for training veterinary undergraduates, including cattle and sheep handling facilities, a Veterinary Clinical Centre and Equine Centre, Veterinary Diagnostic Laboratory, and a Small Animal Clinic as well as modern laboratories and other animal facilities. The School also has a significant research profile reflected in increasing numbers of undergraduate honours and higher research degree students. Relevant research strengths are in toxicology, welfare, physiology, wildlife disease, animal models of human conditions, clinical science and animal production.
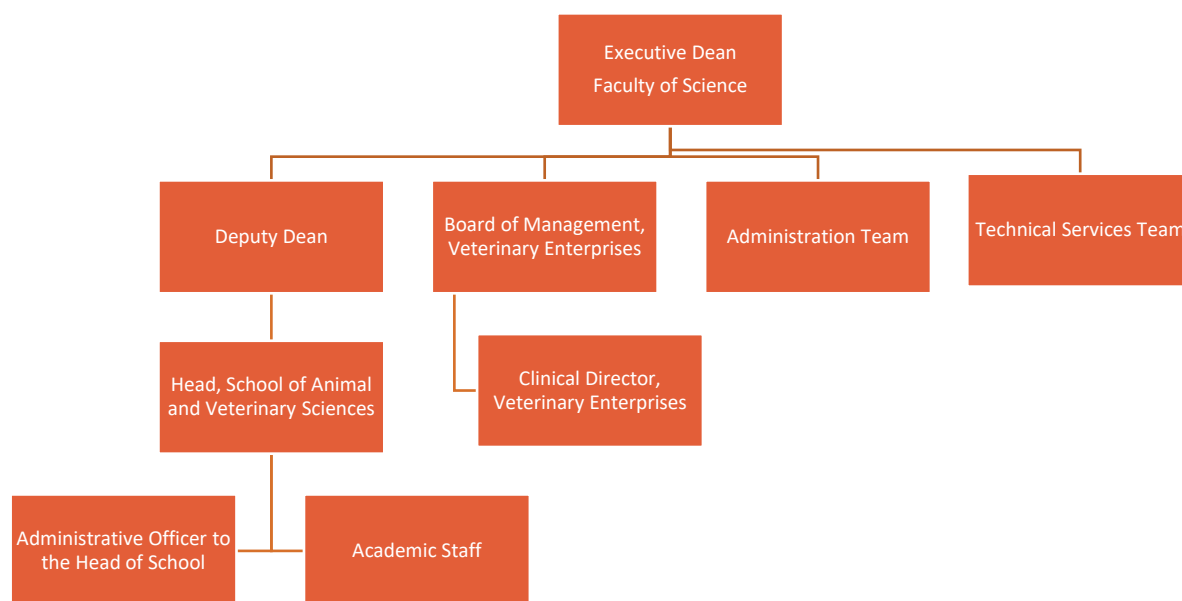See http://www.csu.edu.au/vet

Our University Values

Impactful	Inclusive	Insightful	Inspiring
Outcome driven	Stronger together	Understanding people and the world	Leading for the future

Strategic ← → Role based

Get results

Take ownership

Collaborate with others

Job-specific capabilities

Service focused

Strive to meet needs and exceed expectations of our students, communities, stakeholders and colleagues.

Business savvy

Continually look to add value in our roles, processes and ways of working.

Innovative

With creativity at our core, be open to new ideas and seek to find better ways of doing things.

Live our values

Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.

Take action

Weigh up risks and make prompt decisions, backing ourselves and each other.

Adapt to change

Explore the reasons for change and be open to accepting new ideas and initiatives.

Network

Bring people together and build relationships that deliver desired benefits and outcomes.

Listen closely

Dig deep to understand others, using self-insight to build team spirit and recognise efforts.

Influence

Create compelling arguments to persuade others and promote ideas that add strategic value.

Job families that reflect the key roles and occupations people have at the university include:

- Operational
- Administrative
- Technical
- Professional/specialist
- Academic
- Leadership

Organisational Chart

Reporting relationship

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

This position supervises: Nil

Position overview

As a member of the Ruminant Health and Production team you will contribute to the teaching of production animal medicine and veterinary clinical skills to undergraduate and postgraduate students. The School of Animal and Veterinary Sciences is well situated in rural NSW, in proximity to diverse sheep, cattle and other production animal enterprises. Wagga Wagga is a vibrant regional centre, with great options for families, sport and entertainment facilities, and other recreational activities. Our students are selected for their knowledge of, and commitment to, regional veterinary practice and animal production systems. Our staff are a diverse, multidisciplinary, multicultural team with a shared commitment to effective teaching, collegiate support, community engagement and animal welfare. The position includes possible participation in the development and provision of clinical and/or consulting services to livestock producers as a part of a veterinary clinical service, as well as administrative and research activities commensurate with the successful applicant's level of appointment and past experience. The position could be well suited to a new or recent graduate, an enthusiastic and capable clinician with a desire to share their experience with students or a researcher with production animal interest. It offers you the opportunity to build relationships with local producers and to continue your professional development, for example through preparation for Membership of the Australian and New Zealand College of Veterinary Scientists or for specialist qualifications in reproduction, nutrition (ruminant), epidemiology, welfare and medicine of ruminant species. Mentoring and structured development of teaching and research skills are available, as required, and the team looks forward to benefitting from your positivity, experience and insight.

Principal responsibilities

Associate Lecturer – Level A

- Assist with delivery of high quality teaching to undergraduate students in ruminant health and production through practical instruction, lectures, tutorials and problem-based learning activities;
- Provide constructive feedback to students and assist senior staff with design, delivery and review of teaching activities to continually improve course offerings;
- Contribute to on-farm consultations incorporating clinical teaching on dairy cattle and/or sheep and/or beef cattle production systems;
- Extend knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar;
- Through interaction with other team members, continue to develop expertise in ruminant practice and consultancy including post-graduate qualification(s) relevant to the discipline and/or qualifications in tertiary teaching and learning;
- With appropriate mentoring and support, contribute to knowledge through collaborative research, scholarship, publication and presentation on topics related to ruminant health and production and aligned with CSU's Research Plan;
- Collaborate with senior staff to develop and foster relationships with internal and external stakeholders including community, commercial, government departments and professional bodies, to identify and create opportunities for clinical service and/or collaborative research projects aligned with teaching and research priorities of the University;
- Actively contribute to the governance, marketing, promotion, and administrative activities of the Faculty/School, including membership of committees and/or representation the School;
- Other duties appropriate to the classification as required.

Lecturer – Level B

This position would suit a more experienced practitioner / researcher but with limited teaching experience.

- Shared delivery of high quality teaching to undergraduate and postgraduate students in ruminant health and production through practical instruction, lectures, tutorials and problem-based learning activities;

- Active contribution to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback;
- Conduct of on-farm consultations incorporating clinical teaching on dairy cattle and/or sheep and/or beef cattle production systems;
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar, and pursue higher qualification(s) appropriate to the discipline;
- Instruct and assist postgraduate students in ruminant practice and consultancy through class activities, practical instruction and interaction with other team members;
- With appropriate mentoring and support, contribute to knowledge through collaborative research, scholarship, publication and presentation;
- Proactively develop and foster relationships with internal and external stakeholders including those in the local community, commercial, government departments, and professional bodies to identify and create opportunities for clinical service, student learning and/or collaborative research projects aligned with teaching and research priorities of the University;
- Actively contribute to the governance, marketing, promotion, and administrative activities of the Faculty/School, including membership of committees and/or representation the School within the profession or at Government and Industry levels;
- Other duties appropriate to the classification as required.

Senior Lecturer – Level C

This position would suit an experienced clinician / researcher with relevant post-graduate qualifications and experience of undergraduate teaching.

- As above, with increased responsibility for leadership of teaching, research and clinical services commensurate with past experience;
- Other duties appropriate to the classification as required.

Capabilities

- Ability to engage with a wide range of people including undergraduate and postgraduate students, other professionals, and industry members.
- Ability to effectively share ideas, thoughts, and information with a diverse range of audiences and the ability to impact and influence others to achieve common goals through effective communication.
- Ability to work cooperatively within the School and across the organisation to understand team dynamics, contribute to teams, and foster environments of mutual trust and respect.

Physical capabilities

The incumbent may be required to perform the following.

- Physically be able to perform required duties of this position, including handling large animals and undertaking veterinary procedures for large animals
- Work in other environments beyond the school, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's Driving Hours Guidelines and Policy.

Selection criteria

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

Essential

Associate Lecturer (A)

A. Currently registered or eligible for registration in NSW with the Veterinary Practitioners Board as a practicing veterinarian;

B. Livestock industry experience;

C. Experience of ruminant production systems and clinical teaching (this may include reflection on your own experiences as a learner);

D. Basic knowledge and understanding of the discipline and understanding of trends and issues in veterinary work in the dairy and/or beef cattle and/or sheep industries gained through industry experience and/or scholarly activities or similar;

E. Experience in the areas of dairy cattle, beef cattle and/or sheep health and production, including individual animal treatment and herd health management;

F. Ability to contribute to partnerships, networks and relationships locally or regionally with livestock and related industries to achieve professional and team objectives;

G. Excellent communication skills, the ability to work in a team within the School, and a desire to work with existing staff to continue your professional development.

Lecturer Level (B)

A. Currently registered or eligible for registration in NSW with the Veterinary Practitioners Board as a practicing veterinarian;

B. Livestock industry experience;

C. Experience of clinical teaching (this may include contributions to workplace learning of veterinary students in your practice or place of work), including demonstrated ability to contribute to student instruction, assessment and provision of constructive feedback;

D. Sound knowledge and understanding of the discipline and sound understanding of trends and issues in veterinary work in the dairy and/or beef cattle and/or sheep industries gained through industry experience and/or scholarly activities or similar;

E. Several years of experience in the area of ruminant health and production, including individual animal treatment and herd health management, with a focus on clinical service, research or industry engagement;

F. Ability to contribute to development of strong partnerships, networks and relationships locally and internationally with livestock and related industries to achieve professional and team objectives;

G. A commitment to research relevant to the discipline area, which demonstrates a capacity to make a contribution to team activities in research and / or scholarship of teaching;

H. Excellent communication skills, the ability to work in a team within the School, and a desire to work with existing staff to continue your professional development

Senior Lecturer Level (C)

A. Currently registered or eligible for registration in NSW with the Veterinary Practitioners Board as a practicing veterinarian, plus a doctoral or masters qualification in a field relevant to the position, or equivalent accreditation and standing;

B. Significant livestock industry experience;

C. Extensive experience of clinical teaching (this may include contributions to workplace learning of veterinary students in your practice or place of work), including demonstrated ability to develop and contribute to student instruction, assessment and provision of constructive feedback;

D. Extensive experience in the area of ruminant health and production, including individual animal treatment and herd health management;

E. A record of significant achievement relevant to ruminant health and production, at a national level, in the scholarship of teaching and/or research or professional activity;

F. Demonstrated ability to build and sustain strong partnerships, networks and relationships locally and nationally to achieve professional and team objectives;

G. Significant knowledge and understanding of the discipline and comprehensive understanding of trends and issues in veterinary work in the sheep and/or dairy and/or beef cattle industries, gained through industry experience and/or scholarly activities or similar;

H. Demonstrated ability to work collaboratively, independently and provide effective leadership with an outcome orientated focus.

Desirable

Senior Lecturer Level (C)

I. Experience of didactic and clinical teaching, including the design and delivery of undergraduate course materials, and the ability to rigorously apply assessments;

J. A record of research achievement aligned with CSU's Research Plan and relevant to the discipline area which demonstrates a capacity to make an autonomous contribution, including demonstrated ability and/or capacity to attract external funding for research activities.

BRISBANE
Study Centre

NEW SOUTH WALES

PARKES
Regional University
Study Centre

DUBBO

PORT MACQUARIE

ORANGE
BATHURST

GRIFFITH
Regional University
Study Centre

GOULBURN
NSW Police Academy

SYDNEY
Study Centre
Manly
Parramatta

WAGGA WAGGA

CANBERRA

ALBURY-WODONGA

WANGARATTA
Regional University Study Centre

VICTORIA

MELBOURNE
Study Centre