



Position Description

Lecturer in Small Animal Veterinary Practice

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level B
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Position may require teaching across three teaching sessions per year
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	February 2023



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 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 all staff are required to contribute to the success of the university strategy including meeting university's eight key performance indicators:

Our Students	<ul style="list-style-type: none">• Commencing progress rate• Student experience
Our Research	<ul style="list-style-type: none">• Research income• Research quality and impact
Our People	<ul style="list-style-type: none">• Engagement• All injury frequency rate
Our Social Responsibility	<ul style="list-style-type: none">• Underlying operating result• Community and partner sentiment



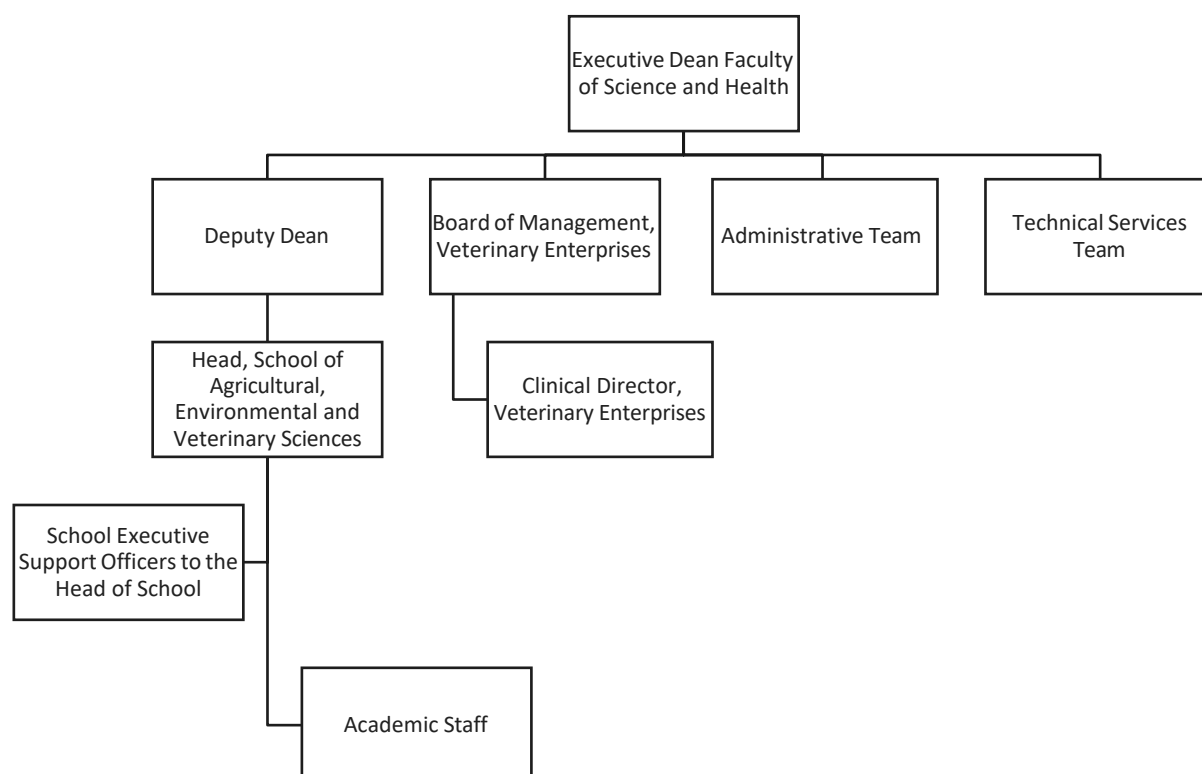
Faculty of Science and Health

School of Agricultural, Environmental and Veterinary Sciences

[The Faculty of Science and Health](#) 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 Agricultural, Environmental and Veterinary Sciences](#) provides more than twenty undergraduate and postgraduate courses within the Faculty of Science and Health. This includes Agricultural Science, Agribusiness, Animal Science, Environmental Science and Management, Veterinary Technology and Veterinary Science. The School has substantial infrastructure of a high standard for training undergraduates and postgraduates, including a Veterinary Clinical Centre, Equine Centre, Veterinary Diagnostic Laboratory, Veterinary Teaching Hospital and Small Animal Referral Service, and access to on-campus commercial farms in Wagga and Orange. The School has a strong research profile, including significant numbers of undergraduate honours and higher research degree students. Relevant research strengths include epidemiology, biosecurity, toxicology, animal welfare, animal models of human conditions and animal production.

Organisational chart





Reporting relationship

This position reports to: Associate Head of School - Veterinary Sciences

This position supervises: Nil

Key working relationships

- Associate Head of School - Veterinary Sciences
- Associate Head of School – Learning and Teaching
- Associate Heads of School – Research and Graduate Studies

Position overview

As a Lecturer in Small Animal Veterinary Practice you will be expected to contribute to the education, professional development, engagement and administrative tasks for the School and Faculty. You will teach primarily in the veterinary science undergraduate program, however your input into other relevant courses (e.g. animal science and veterinary technology), including postgraduate subjects, could also be required.

A major focus of this position is delivery of small group clinical teaching in the final clinical years of the undergraduate veterinary science program. Further opportunity exists for interested applicants to advance their clinical skills, particularly in the fields of Internal Medicine and Diagnostic Imaging with access to advanced clinical cases and clinical colleagues involved in the Charles Sturt University Small Animal Referral Hospital. There could also be possibilities in helping to further develop a range of community animal health program interactions by the School.

Personal progress towards an advanced qualification, such as membership of the Australian and New Zealand College of Veterinary Scientists in Veterinary Practice (Small Animal) would be encouraged and supported for the right applicant. You will also contribute to the ongoing review and development of the undergraduate and postgraduate curricula.

Relevant research interest and/or activity would also be favourably considered, including both clinical subject material, clinical skills and/or related to the scholarship of teaching and learning. Alternatively, there is possibility for the successful applicant to develop their own research interests in collaboration with other staff in the School and University.



Principal responsibilities

- Apply Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver and continually improve 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.
- Contribute to, as appropriate, the convening, coordination and delivery of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff.
- Engage 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. These activities could be achieved through scholarship, publication or presentation.
- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Proactively develop and foster relationships with a range of stakeholders including community, government departments, and professional bodies.
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly and/or professional activities or similar.
- Contribute to, as appropriate, continuing professional education and professional accreditation.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification as required.
- Possible contribution to the afterhours clinical rota may be required.



Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

Service Focused	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)
Live our Values	Uphold the Charles Sturt values daily in our own behaviours and interactions with others
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

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 vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



Selection criteria

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

Essential

- A. A relevant degree, plus postgraduate qualifications, relevant to the discipline or equivalent professional accreditation and standing and current registration with the Veterinary Practitioners Board of NSW.
- B. Demonstrated knowledge, experience and understanding of the care of small companion animals, including diagnosis and management of authentic clinical cases, gained through clinical experience, industry experience and/or scholarly activities or similar.
- C. Evidence of the delivery of high quality student-centred learning and teaching, potentially in a clinic setting, including an ability to rigorously apply assessments.
- D. Demonstrated ability to work independently and collaboratively, including by applying culturally respectful, inclusive and safe workplace practices, in a complex academic setting with an outcome orientated focus.
- E. Potential to build partnerships, networks and relationships within clinical veterinary practice to achieve professional and team objectives.



● - Capital city ● - Campus location

