POSITION DESCRIPTION



Department of Anatomy and Physiology

Faculty of Medicine, Dentistry and Health Sciences

Senior Lecturer/Associate Professor in Vertebrate Developmental Biology

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| Position No | 0053013 |
| Classification | Level C/Level D (dependent on experience and qualifications) |
| WORK FOCUS category | Teaching and Research |
| Salary | Level C – Senior Lecturer $131,739 - $151,900 p.a. Level D – Associate Professor $158,624 - $174,754 p.a. |
| Superannuation | Employer contribution of 17% |
| WORKING HOURS | Full-time (1.0 FTE) |
| 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](http://hr.unimelb.edu.au/careers), select the relevant option (‘Current Staff’ or ‘Prospective Staff’), then find the position by title or number. |
| contactFor enquiries only | Professor Gary HimeTel +61 3 8344 5796 g.hime@unimelb.edu.auPlease do not send your application to this contact |

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The Department of Anatomy and Physiology is seeking a highly trained and experienced Senior Lecturer or Associate Professor to expand its capacity in teaching and research in vertebrate cell and development biology.

The Senior Lecturer/Associate Professor is expected to undertake high-level research in this area, leading to a vigorous and successful research program. They should have experience in teaching and are expected to contribute to the delivery and development of undergraduate coursework in addition to the supervision of Honours and postgraduate students as part of the MSc and PhD programs. The successful applicant will be expected to contribute to meetings and administrative activities within the Department and School.

The School of Biomedical Sciences provides a range of exciting research collaborations within the Faculty of Medicine, Dentistry and Health Sciences as well as in the wider University community and research institutes in the Parkville Precinct. A variety of technologies and resources are available to enhance the research program of the applicant.

The School of Biomedical Sciences and its Departments foster a values-based culture of innovation and creativity to enhance the research performance of the University and to achieve excellence in teaching and research outcomes.

A start-up package may be available by negotiation with the Head of Department.

We invest in developing the careers and wellbeing of our students and staff and expect all to live by our Faculty Values of:

* Collaboration
* Compassion
* Respect
* Integrity
* Accountability

# Key Responsibilities

## teaching and learning

* Contribute to teaching and academic leadership in undergraduate teaching programs in Cell and Development Biology in Bachelor of Science and Bachelor of Biomedicine, and postgraduate teaching in the graduate programs.
* Liaise with other departments that contribute to undergraduate and postgraduate teaching and assessment of integrated Cell and Developmental Biology subjects in Biomedicine and graduate programs.
* Engage in innovative approaches to the evaluation and renewal of curriculum design and delivery.
* Develop leadership and familiarity with the curricula and administrative processes to assume coordinator roles in Cell and Developmental Biology subjects.
* Actively contribute to advancing Cell and Developmental Biology education and training
* Make independent and original contributions to curriculum development and evaluation
* Apply contemporary pedagogical insights to teaching practice

## research and research training

* Participate in research as a leader of a research team and collaborate with other teams to advance the discipline and research within the Department, University and wider community
* Produce quality conference and seminar papers and publications
* Prepare research proposals for submission to external funding bodies and obtain external research income
* Effectively manage a research budget
* Design Honours or postgraduate research projects and effectively supervise or co-supervise Research Higher Degree and Honours students

## Leadership and service

* As a senior member of the Department, provide leadership and foster excellence in research, teaching and community engagement for improved capability within the department.
* Actively participate in professional activities related to the advancement of the discipline including attendance and presentations at conferences and seminars.
* Actively participate on Department, School and Faculty committees and significantly contribute to activities and developments across the Faculty.
* Positively engage in learning and career development of self and others.
* Effectively demonstrate and promote University values including diversity and inclusion and high standards of ethics and integrity.
* Actively participate in key aspects of engagement within and beyond the University e.g. School’s outreach, first year orientation, academic advising and other external bodies
* Participate in community and professional activities related to the relevant disciplinary area

## STAFF SUPERVISION

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| * Undertake probationary and performance management processes, ensuring you have regular conversations with your staff and are providing positive and constructive feedback to enhance staff and team performance.
* Provide coaching, guidance and support for career planning, ensuring staff have access to appropriate professional development activities.
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| * Understand your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
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| * Allocate and monitor workload and address associated issues in a timely manner.
* Ensure new staff participate in the university’s induction program and provide a localised work area orientation.
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# Selection Criteria

## Essential

* PhD or equivalent professional qualification
* Evidence of significant contribution to independent and team-based research in vertebrate developmental biology.
* Evidence of application of cutting-edge technologies in microscopy, genetics, genomics or bioinformatics.
* Experience in teaching at tertiary level in Cell and Developmental Biology.
* Evidence of teaching experience at undergraduate or postgraduate levels and a commitment to excellence in teaching and scholarship.
* A demonstrated ability to integrate with and positively impact one of the research themes of the department.
* Significant research profile at a national level as evidenced by:
* Demonstrated success in obtaining independent research funding,
* Strong, independent and original publication record in high-impact peer-reviewed journals
* Effective supervision of higher degree research students
* Strong interpersonal and communication skills, with an ability to build and maintain relationships with key stakeholders (internal and external) and work collaboratively
* Ethical scholar who values diversity and works effectively with individual differences

## Desirable

* We encourage applicants with demonstrated skills in advanced genetic and genomic technologies.
* Research with translational or commercial potential will be highly regarded.

## Special Requirements

* None

# 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 strive for excellence and reach the targets of Growing Esteem.

# 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.

# Other Information

## DEPARTMENT OF ANATOMY AND Physiology

Website: [Department of Anatomy and Physiology](https://biomedicalsciences.unimelb.edu.au/departments/department-of-anatomy-and-physiology/engage/masa)

The Department of Anatomy and Physiology has only recently come into fruition and is an amalgamation between the Departments of Anatomy and Physiology. Both Departments have long and illustrious history and have come together to produce a Department with a remarkable breadth and depth in research expertise that underpin our key research themes of neuroscience, metabolism and diabetes, and cell biology. The increase in critical mass of our researchers will also help position the department as a key partner for Medical Research Future Foundation (MRFF) and other large-scale grant applications relating to chronic, developmental, and degenerative diseases. The goal of the combined department is to remain at the forefront of scientific research aimed at understanding the structure and function of the human body in health and disease, employing novel and imaginative research methods.

Both individually, and as a combined department, we are widely recognised for our innovation in teaching, both through the development of online resources and in the use of active learning approaches in face-to-face teaching. Constant review and refinement of the curriculum and educational methods ensures that we best prepare students for scientific independence as they enter graduate and postgraduate professional and research careers.

Our synergies in teaching extending beyond award programs to custom education programs focused on health professionals and industry.The former Department of Anatomy and Neuroscience hadalready initiated the ***Melbourne Academy of Surgical Anatomy*** in 2020, which has potential to be the largest of its kind in the southern hemisphere, underpinned by one of the largest donor programs in the country established to support the teaching and study of anatomy.

Physiology brings its considerable experience in the digital learning space. By combining expertise, it is envisioned that the Department of Anatomy and Physiology will be able to develop custom programs for health professionals and industry relevant to priority health challenges, such as cardiorespiratory and metabolic disorders.

Our Department also hosts the Australian Phenomics Network Histopathology and Organ Pathology Service, providing detailed histological phenotyping and digital scanning of data from mutant mice. Our researchers are in the Triradiate Medical Building and the Melbourne Brain Centre, and has excellent research facilities, including confocal and live cell imaging microscopes, laser capture dissection, tissue culture, histology, electrophysiology and molecular biology.

## SCHOOL OF BIOMEDICAL SCIENCES

<https://biomedicalsciences.unimelb.edu.au/>

The School of Biomedical Sciences is one of the most prominent and diverse Schools in the Faculty of Medicine, Dentistry & Health Sciences and is comprised of three Departments - Anatomy and Physiology, Biochemistry and Pharmacology, and Microbiology and Immunology.

The School is situated on the University’s Parkville Campus and is part of the largest biomedical precinct in the southern hemisphere, providing access to world class research facilities for staff and students.

The School fosters a values-based culture of innovation and creativity to achieve research and teaching excellence.

## Faculty of Medicine, Dentistry and Health Sciences

Website: [www.mdhs.unimelb.edu.au](http://www.mdhs.unimelb.edu.au)

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne’s largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty’s annual revenue is $628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia’s first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty’s Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty’s RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

## 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>.

## ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

## 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>