



Position Description

Associate Lecturer/Lecturer/Senior Lecturer in Equine Science

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	A/B/C
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Delegation band	Delegations and Authorisations Policy (see Section 3)
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Special conditions	Nil
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Workplace agreement	Charles Sturt University Enterprise Agreement
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Date last reviewed	March 2023
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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



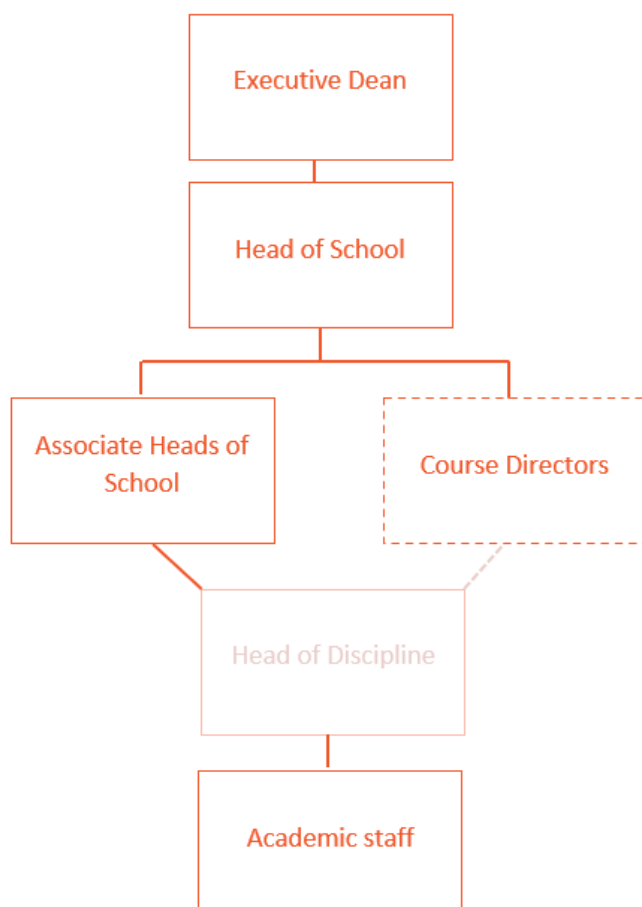
Faculty of Science and Health

School of Agricultural, Environmental and Veterinary Sciences

The [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, Equine Science, Environmental Science, Geospatial Science and Veterinary Science. The School has substantial infrastructure of a high standard for training veterinary undergraduates and postgraduates, including access to on-campus veterinary enterprises in Wagga. The School has a strong research profile, including significant numbers of undergraduate honours and higher research degree students. Relevant research strengths include equitation science, animal health, welfare and diseases, epidemiology, biosecurity, toxicology, animal models of human conditions, animal production and sustainable agriculture.

Our combined scientific expertise means we can educate and research in a broad range of animal and land-based courses and research projects. The Equine Science course delivers industry-ready and sought after graduates cognisant of both contemporary research findings and current and evolving industry practice. You will join a progressive equine science team who are innovative educators, researchers and engaged with industry at local to international levels.

Organisational chart





Reporting relationship

This position reports to: Associate Head of School (Veterinary and Equine Sciences)

This position supervises: Nil

Key working relationships

- Equine Science Team
- Course Director
- Courses administration team
- Subjects administration team
- Animal and Field technical team
- Associate Head of School
- Head of School

Position overview

This position contributes to both the academic teaching of undergraduate and postgraduate students, principally on the Equine Science course, and also to the research output of the School. Teaching Equine Science students involves internal and external cohorts, with on-campus classes for internal students and online delivery and compulsory intensive schools for students studying online. The successful applicant is expected to have a demonstrated passion for Equine Science and be able to demonstrate and model ethical horse handling. They will develop and deliver contemporary evidence-based scientific subject material within the discipline of Equine Science. They will be expected to deliver subjects to undergraduate and post graduate students that are relevant to the equine industry. They will carry out teaching related quality assurance processes, contribute to continuing course review and undertake industry relevant equine science related research. The successful applicant would also be expected to become an active member of the Equine Science team enabling it to attain its vision of excellence in equine practice and to provide a lively, contemporary and engaging educational and working environment for students and staff.

Principal responsibilities

Level A

- Apply Charles Sturt University learning and teaching methodologies, processes, technologies, tools and policies to deliver high quality, student-centred learning opportunities in Equine Science to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which will include face to face, and online teaching and assessment.
- Actively contribute to collaborative processes within the School, to deliver and continually improve high quality courses and learning experiences for students, including the giving and receiving of constructive feedback.
- Conduct, under supervision, ethical, high-quality research and contribute to knowledge through scholarship, publication and presentation.
- Instruct and support undergraduate and postgraduate research students.



- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
- Perform administrative activities to facilitate the work of the School.
- Other duties appropriate to the classification as required.

Level B

- Apply Charles Sturt University learning and teaching methodologies, processes, technologies, tools and policies to deliver high quality, student-centred learning opportunities in Equine Science to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which will include face to face, and online teaching and assessment.
- Actively contribute to collaborative processes within the School, to deliver and continually improve high quality courses and learning experiences for students, including the giving and receiving of constructive feedback.
- Conduct ethical, high-quality research and contribute to knowledge through scholarship, publication and presentation.
- Instruct and support undergraduate and postgraduate research students.
- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
- Perform administrative activities to facilitate the work of the School.
- Other duties appropriate to the classification as required.

Level C

- Make a significant contribution to the development, implementation and promotion of Charles Sturt University learning and teaching methodologies, processes, technologies, tools and policies to deliver high quality, student-centred learning opportunities in Equine Science to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which will include face to face, and online teaching and assessment.
- Contribute significantly to collaborative processes within the School, to deliver and continually improve high quality courses and learning experiences for students, including the giving and receiving of constructive feedback.
- Conduct ethical, high-quality research relevant to the discipline at a national level and contribute to knowledge through scholarship, publication and presentation.
- Instruct and support undergraduate and postgraduate research students.
- Contribute significantly to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or similar.
- Perform administrative activities to facilitate the work of the School.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#) identified as essential or critical for success in this role.

Focus on service	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Listen closely	Dig deep to understand others, using self-insight to build team spirit and recognise efforts.
Follow instructions and procedures	Follow procedures and instructions, time keep, show commitment, keep to safety and legal guidelines.
Cope with pressure and setbacks	Cope with pressure, keep emotions under control, balance work and personal life, stay optimistic, handle criticism.
Achieve personal work goals and objectives	Accept and tackle demanding goals, work hard, make the most of development opportunities, seek progression.

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](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.
- Safe handling of horses in accordance with Charles Sturt University ethical operating procedures.



Selection criteria

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

Essential for Appointment as Academic Level A

- A. An honours degree OR equivalent accreditation and standing relevant to Equine Science.
- B. Demonstrated knowledge of, and experience with, the equine industry, including safe and practical handling of horses.
- C. Demonstrated ability to develop and deliver contemporary, evidence based student-centred learning and teaching to undergraduate and postgraduate students, including an ability to implement level appropriate assessments.
- D. Capacity to undertake, under supervision, research and/or professional activity.
- E. Demonstrated high level written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback.
- F. A demonstrated ability to effectively liaise with academic colleagues and work as a member of a progressive team.

Essential for Appointment as Academic Level B

- A. A doctoral or masters qualification OR equivalent accreditation and standing relevant to Equine Science.
- B. Demonstrated knowledge of, and experience with, the equine industry, including safe and practical handling of horses.
- C. Demonstrated ability to develop and deliver contemporary, evidence based student-centred learning and teaching to undergraduate and postgraduate students, including an ability to implement level appropriate assessments.
- D. A record of research/creative works or professional activity relevant to Equine Science, which demonstrates capacity to make an autonomous contribution.
- E. Demonstrated high level written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback;
- F. A demonstrated ability to effectively liaise with academic colleagues and work as a senior member of a progressive team.

Essential for Appointment as Academic Level C

- A. A doctoral qualification, relevant to the discipline or equivalent accreditation and standing.
- B. A record of significant achievement relevant to the discipline area, and at a national level, in the scholarship of teaching and/or research/creative works or professional activity.



- C. Significant knowledge of the discipline gained through equine industry experience and/or scholarly activities.
- D. Evidence of a demonstrated commitment to develop and deliver high-quality student-centred learning and teaching within the equine context, including innovative and industry relevant assessment and course design.
- E. Demonstrated high level written and oral communication, along with a proven ability to work effectively within a progressive team, enabling strong, culturally respectful relationships to achieve professional and team objectives.
- F. Demonstrated high level analytical, critical thinking and problem-solving skills and the capacity to utilise and embrace current and emerging technologies to achieve educational objectives.

Desirable for Appointment as Academic Level B/C

- G. Experience in delivering high-quality student-centred learning and teaching in equine science, in particular equine health, reproduction, rehabilitation and/or statistics.
- H. A minimum of two (2) years' professional experience within the field of equine health, reproduction and/or rehabilitation.
- I. An enthusiasm for embracing multidisciplinary thinking and applying it to horses, and willingness to integrate evidence-based knowledge to established industry practice.



● - Capital city ● - Campus location

