

Senior Lecturer in Animal Production

School of Animal and Veterinary Sciences

Faculty of Science

Classification	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	May 2019

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.

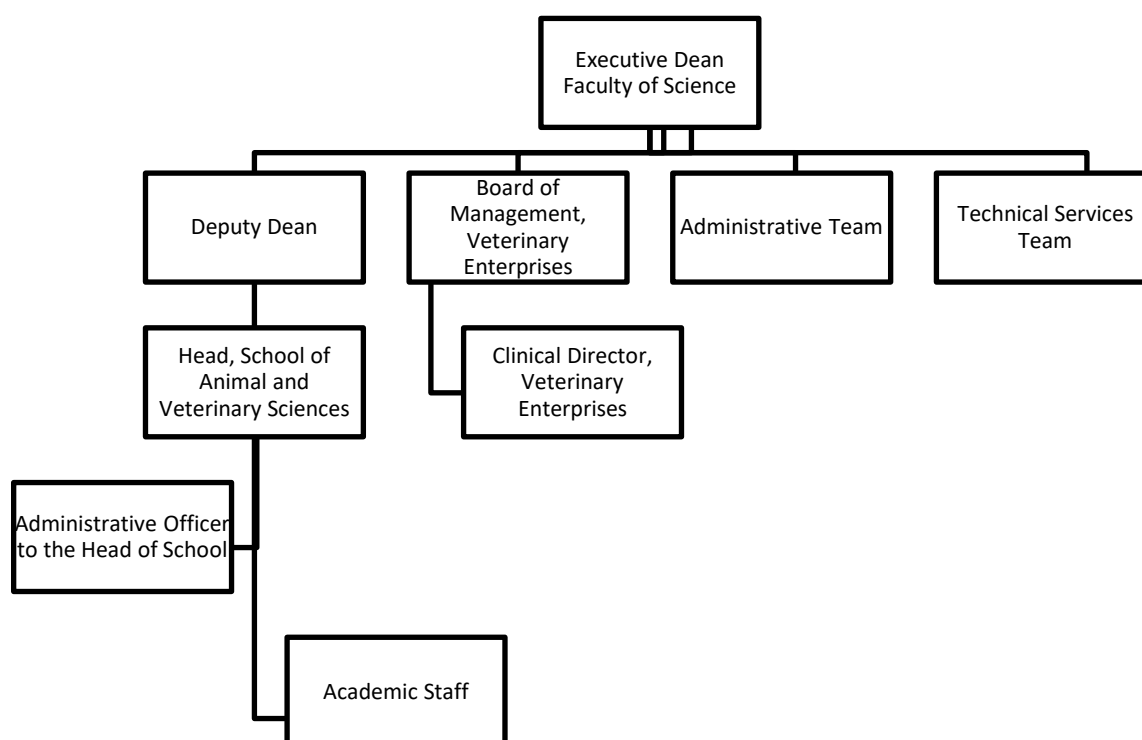
Faculty of Science – Organisational Environment

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 delivers undergraduate and postgraduate courses, including Animal Science, Equine Science, Veterinary Technology and Veterinary Science. The School's mission is to graduate competent professionals with a strong commitment to animal and public health, animal welfare and research, the development and protection on animal industries and to the service of regional and rural communities. The School has substantial infrastructure of a high standard for undergraduate and postgraduate education, 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 toxicology, animal welfare 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 an academic in Animal Production, you will be expected to contribute to teaching in the Animal Science and Veterinary Science undergraduate programs and other courses delivered by the School. The role includes expectations of research productivity, supervision of research students, as appropriate, leadership within Animal Production and broad engagement with livestock industries. Administrative activities within the School and Faculty are also required.

Principal Responsibilities

1. Make a significant 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 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.
2. Supervision of Research Higher Degree students.
3. Contribute significantly 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.
4. Demonstrate and further develop excellence in tertiary teaching capacity through continuing professional development and scholarship of teaching.
5. Provide leadership in the Animal Production discipline area and engage in collegiate activities within the School in support of teaching, research and community engagement initiatives.
6. Conduct ethical, high quality research, including student supervision, and contribute to discipline knowledge through scholarship, publication and presentation of research findings aligned with CSU's Research Plan and objectives.
7. Proactively develop and foster relationships with and identify and create opportunities for collaborative research projects to internal and external stakeholders including community, commercial, government departments, and professional bodies.
8. Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and scholarly activities.
9. Actively contribute to the governance, marketing, promotion, and administrative activities of the University at School and Faculty level, including membership of committees and representation of the School at Government and Industry levels.
10. Engage in the activities of the University community in a constructive, collegiate and productive manner to build capacity and maintain a positive culture of collaboration and achievement aligned with the University's strategic plans and School mission.
11. 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, concepts, and information with a diverse range of audiences and 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 and develop group capacity, and foster environments of mutual trust and respect.

Physical Capabilities

- Physically able to perform required duties of this position including pasture inspection and animal handling.

Selection Criteria

Applicants are required to address the selection criteria in applying for this position.

Essential Criteria

- A. A doctorate in a field relevant to the position, or equivalent accreditation and standing.
- B. Significant knowledge and understanding of the discipline and comprehensive understanding of trends and issues in animal production in the sheep and/or beef cattle industry, gained through industry experience and/or scholarly activities or similar.
- C. A record of significant achievement relevant to animal production, at a national level, in the scholarship of teaching and/or research or professional activity.
- D. A record of research achievement relevant to the discipline area, with demonstrated capacity to make an autonomous contribution and attract external funding for research activities.
- E. Evidence of the delivery of high quality student centred learning and teaching.
- F. Demonstrated ability to build strong partnerships, networks and relationships locally and internationally with livestock and related industries to achieve professional and team objectives.
- G. Excellent communication skills and the ability to work in a team within the School.
- H. Demonstrated ability to work collaboratively, independently and to provide effective leadership in an academic setting with an outcome orientated focus.

Desirable

- I. Livestock industry experience.
- J. Experience in the design and delivery of undergraduate and postgraduate course materials.

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](#)