Charles Sturt University

POSITION DESCRIPTION

Lecturer/ Senior Lecturer in Agribusiness
School of Agricultural and Wine Sciences
Faculty of Science

Classification	Level B/ 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 Science, School of Agriculture and Wines Sciences – Organisational Environment

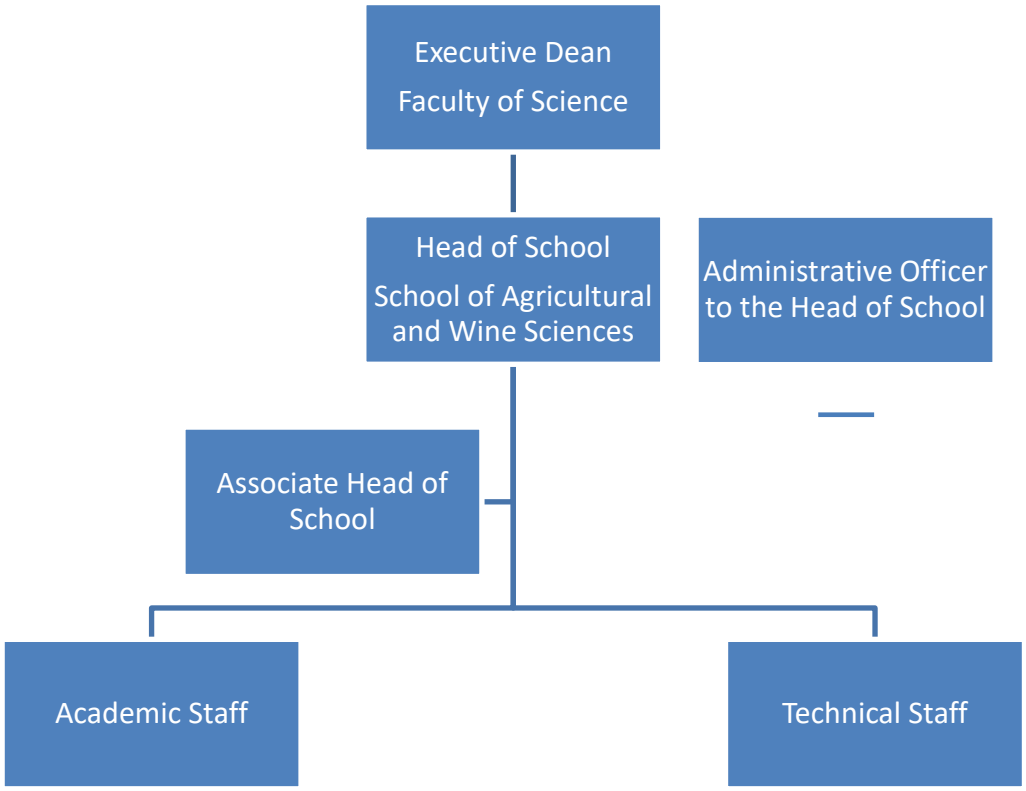
The Faculty of Science has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce employment-ready graduates for a diverse range of professions. As a leader in strategic and applied research the 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 industry involvement, professional collaboration, ethical practice 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 and Wine Sciences is one of eight Schools of the Faculty of Science. It is large and diverse with around 75 academic, research, administrative and technical staff as well as a number of active adjunct appointments. Teaching and research activities are conducted at the Orange and Wagga Wagga campuses, and courses are also offered through a regional centre aligned with GO-TAFE in Wangaratta, Victoria, and in partnership with CY O'Connor Institute at Muresk in Western Australia. Programmes offered include undergraduate and postgraduate courses encompassing agricultural business management, agricultural science, horticulture, wine science, viticulture, ecological agriculture, science and science teaching.

The School currently has over 1000 undergraduate students studying on-campus or by distance education, and around 80 research higher degree students. It is the leading provider of agricultural education in Australia. The School leads the University in research with close linkages to CSU Research Centres, especially the Graham Centre for Agricultural Innovation, The National Wine and Grape Industry Centre, and the Institute for Land, Water and Society. Several disciplines within the School performed at or above world standard in the 2010 and 2012 ERA rankings. School staff have close links with external partners in education and research, especially NSW Department of Primary Industries, CSIRO, leading national and international universities, and TAFE sector institutions. Active international linkages in around 20 countries enhance the education and research programs.

With a proud history of leadership in agricultural education and research since 1892, Charles Sturt University has a strong commitment to the development and growth of agriculture and related disciplines as a core focus of the University. Our innovative range of courses is developed in consultation with industry and employers, and our graduates are in high demand. The School of Agricultural and Wine Sciences is entering an exciting new phase of innovation in programme delivery and significant growth in research outputs and impact that is underpinned by major investment in new teaching and research facilities.

Organisational Chart



Reporting Relationships

This position reports to: Head, School of Agriculture and Wine Sciences

This position supervises: Nil

Position Overview

This is a key position within the Agriculture discipline group and the appointee will be expected to develop strong links across the School and with collaborating industry organisations to foster the School's teaching, research, development and extension (RD&E) activities in agribusiness. The appointee will work closely with colleagues in other discipline areas of the school to generate fundamental knowledge and support industry uptake of optimised agribusiness solutions in both to Australia and internationally.

Principal Responsibilities at Level B

1. Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred learning opportunities in agribusiness 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. Depending on experience, supervise Research Higher Degree students;

3. Build strong professional relationships with students and provide timely and appropriate consultation and feedback;

4. Actively contribute 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;

5. Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment;

6. Provide leadership and management, as appropriate, in the convening, coordination and delivery of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff;

7. Proactively develop and foster relationships with a range of stakeholders including community, government departments, and professional bodies;

8. Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar;

9. Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the University, in terms of teaching, workplace learning, course profile and/or areas of research strength;

10. Contribute to the development and improvement of policy and practice through involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies, and national or international delegations, consistent with the University's Outside Professional Activities Policy;

11. Develop, lead and/or evaluate continuing professional education and maintain professional accreditation;

12. Participate in external professional reviews;

13. Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School;

14. Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing funding opportunities;

15. Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders;

16. Continue to build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database.

17. Other duties appropriate to the classification as required.

Principal Responsibilities at Level C

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 agribusiness 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. Build strong professional relationships with students and provide timely and appropriate consultation and feedback;

4. 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;

5. Provide leadership and manage the convening, coordination and delivery of subjects and/or courses, as required;

6. Provide mentoring and coaching to support the academic development of colleagues;

7. Establish and maintain strategic relationships and networks with a range of stakeholders including community, government and industry/professional bodies;

8. Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or similar;

9. Provide leadership and manage small research teams which contributes to the development of the profession, discipline and/or community;

10. Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the university, in terms of teaching, workplace learning, course profile and/or areas of research strength;

11. Make a significant contribution to the development and improvement of policy and practice through involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies, and national or international delegations, consistent with the University's Outside Professional Activities Policy;

12. Develop, lead and/or evaluate continuing professional education and maintain professional accreditation;

13. Lead external professional reviews;

14. Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.

15. Conduct ethical, high quality research/creative works to his/her discipline at a national level through scholarship, publication and presentation.

16. Develop and execute a research plan which aligns with CSU's Research Plan and objectives including pursuing funding opportunities and maintaining up-to-date research records within CSU's research database;

17. Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders;

Physical Capabilities (all levels)

The appointee must be able to:

- On occasion drive a university vehicle distances up to 600kms per day within the terms of the University's Driving Hours Guidelines and Policy available at: http://www.csu.edu.au/division/hr/working-life/health-well-being/policy-procedure.htm .

Selection Criteria

Applicants are expected to have the following requirements to be considered for this position.

Essential Selection Criteria for appointment at Level B

A. A doctoral or masters level qualification relevant to agri-finance and farm management accounting, or a closely related discipline or equivalent accreditation and standing;

B. A record of teaching and/or research and/or professional activity relevant to agri-finance and farm management accounting or related discipline which demonstrates a capacity to make an autonomous contribution;

C. Significant knowledge and understanding of the discipline gained through the research and practice of agribusiness solutions relevant to Australian agriculture;

D. Evidence of and a demonstrated commitment to the delivery of high quality student centred learning and teaching.

Essential Selection Criteria for appointment at Level C

A. A doctoral level qualification relevant to agri-finance and farm management accounting, or a closely related discipline or equivalent accreditation and standing;

B. A record of significant achievement relevant to agri-finance and farm management accounting, or related discipline, and at national level, in the scholarship of teaching and/or research and/or professional activity;

C. Significant knowledge and understanding of the discipline gained through the research and practice of agribusiness solutions relevant to Australian agriculture;

D. Experience of or demonstrated capacity for, developing and delivering agribusiness subjects at undergraduate and advanced levels with a clearly articulated teaching philosophy;

E. Demonstrated ability to provide effective leadership in an academic setting.

Desirable for appointment at Level B/C

F. Experience in the supervision of higher degree students.

G. Demonstrated record of achievement in academic administration.

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 **633**8 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 Workplace, 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