

Appointment of
Associate Professor / Professor
(Food Science)



THE UNIVERSITY OF
MELBOURNE





The University of Melbourne

Consistently ranked as Australia's best university, Melbourne enjoys an outstanding reputation as one of the world's leading comprehensive research-intensive universities.

Ranked number 32 in the latest Times Higher Education World University Rankings*, Melbourne competes on an international stage with the best institutions globally, and has an international outlook and reach to match.

With a rich history stretching over 160 years, the University of Melbourne also occupies a special place in the heart of the city. Since its founding in 1853, the University has been a public-spirited institution committed to making distinctive contributions to intellectual, cultural, social and economic life in the region and beyond. These values underpin the University's entire academic mission and shape operating practices, preparing engaged graduates and steering research that advances the world.

With a wide range of disciplines, the University of Melbourne currently educates over 60,000 students from over 130 countries. The University comprises ten faculties providing learning that stimulates, challenges and fulfils the potential of excellent students from around the world, leading to personal development, meaningful careers and profound contributions to society.

The alumni network is significant and truly international, with representation from 160 countries. This international community includes former Prime Ministers, Governors General, and Nobel Laureates, and is testament to the world-class education the University of Melbourne delivers.

The University employs over 6,500 staff including many renowned researchers and industry leaders who are internationally recognised. Some of our scholars and high-achieving staff include Nobel Prize Laureate Professor Peter Doherty, who co-discovered how the immune system recognises virus infected cells; internationally recognised chemist, Professor Andrew Holmes, President of the Australian Academy of Science, who received the 2012 Royal Medal for his ground-breaking research in polymer chemistry; and Paediatric neurologist, Professor Ingrid Scheffer, who received the 2012 Asia-Pacific L'Oréal-UNESCO Women in Science award for her pioneering research into the causes of epilepsy.

The University of Melbourne operates an annual budget exceeding \$2 billion, with income from research grants, student fees, government grants, commercial operations, executive education, investment and philanthropy. The increased demand for teaching programs, and the University's focus on sustainability and resilience, have allowed savings to be reinvested into strategic teaching and research-related initiatives.

* Times Higher Education World University Rankings 2018

Faculty of Veterinary and Agricultural Sciences

The Faculty of Veterinary and Agricultural Sciences (FVAS) has an outstanding international reputation for excellence and innovation in research and curriculum development, as well as for its links with industry, policy makers and the wider community. The Faculty of Veterinary and Agricultural Sciences was formed in 2014 following the disestablishment of the Melbourne School of Land and Environment at the University of Melbourne. The Faculty implemented a new two-School structure in 2017 which creates opportunities for close collaboration and the formation of interdisciplinary teams to address major issues in veterinary and agricultural sciences. The Faculty has benefited from substantial investment and state-of-the-art infrastructure to back its ambition to advance its standing as one of the finest in the world, and is committed to continue strategic investment in areas that support world-leading research and outcomes.

The Faculty provides over 20 courses and 250 subjects to around 4,200 students each year, including a large contingent of students from other faculties. The Faculty has approximately 420 staff comprising 235 research and teaching staff and 185 professional and veterinary staff (including veterinary hospital). Annual revenue is \$118m with approximately \$20m research income.

The Melbourne Veterinary School delivers Australia's premiere graduate DVM program which is nationally and internationally accredited by VSAAC, RCVS and the AVMA COE. The school is administered within the Faculty of Veterinary and Agricultural Sciences which has an outstanding international reputation for excellence and innovation in research, curriculum development and for links with industry, policy makers and the wider community. The University of Melbourne is Australia's leading university and is consistently ranked in the top 30 universities globally, being recognised for its leading and innovative research and teaching. The city of Melbourne is still recognised as the world's most liveable city and boasts high quality of living, excellent schools, multicultural lifestyles, beaches, sports, and the performing arts.

Strategic Vision – FVAS 2025

By maintaining and developing its excellence and impact in teaching, learning, research and engagement, and supporting

its sustainability through excellent training, management, infrastructure, operational activities and selected key partnerships, the Faculty aspires to be the destination of choice in Australia for all students and staff engaged in the areas of agriculture, food or veterinary sciences, and for stakeholders investing or seeking knowledge in these areas. Its mission is to promote global sustainability, health and socioeconomic wellbeing through leadership, engagement, research and teaching in an integrated approach across its disciplinary portfolio.

Veterinary Clinical Sciences, Melbourne Veterinary School
Faculty of Veterinary and Agricultural Sciences

Associate Professor/ Professor (Food Science)

CLASSIFICATION	Level of appointment will be determined by the level of achievement of the applicant
SALARY	An attractive remuneration package will be offered.
SUPERANNUATION	Employer contribution of 17%
EMPLOYMENT	Full time, continuing position available
HOW TO APPLY	<p>The Faculty of Veterinary and Agriculture Science will be supported in this appointment process by the executive search firm Perrett Laver. Perrett Laver will support the selection committee in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role and identify the widest possible field of qualified candidates. Applications should include a full curriculum vitae, a response to the selection criteria and a vision statement relating the experience and achievements of the applicant to the further development and advancement of the School. Applicants will be expected to demonstrate an understanding of the University's strategic plan, and its underlying Melbourne Curriculum.</p> <p>In order to be considered for interview by the Selection Panel, applicants <u>must</u> address the following Criteria in their application. Please visit the University website how to address Essential Selection Criteria. Applicants should provide the names and contact details of at least three potential referees. These referees need not be approached in advance, as they will not be contacted without the prior consent of the applicant.</p> <p>The Council reserves the right to fill the position by invitation at any time.</p> <p>Completed applications should be uploaded at www.perrettlaver.com/candidates, quoting reference 3674.</p> <p>If you wish to discuss this role further in confidence, please contact Arturo Uriostegui (02 8354 4027) via Arturo.Uriostegui@perrettlaver.com.</p>
APPLICATION DEADLINE	Midnight AEST on Thursday 30th August 2018
	<p><i>Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.</i></p> <p><i>As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interest'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website http://www.perrettlaver.com/information/privacy-policy/</i></p>

Position Summary

The Faculty of Veterinary and Agricultural Sciences (FVAS) has identified a strategic need to add additional academic leadership in Food Science related disciplines to expand the current teaching and research capacity of their School of Agriculture and Food (SAF). The successful candidate will be appointed as Group Leader of the Food Science group to lead and develop academic and research programs the group is responsible for delivering.

Food Science is a key discipline for the Faculty's future research strategy as well as its teaching program. The new professorial position will be able to build on established research strengths in FVAS such as Meat Science, Food Packaging and Innovation, Animal and Plant Production, Plant and Animal Biotechnology, and Sustainable Crop and Animal Production. As part of the expected growth strategy there will be opportunity to complement current strengths of the group in areas of food innovation with expertise in related food science application areas such as dairy science, functional foods, horticultural products, food commodities, food processing and manufacturing and food sensory technologies.

Enhancing interdisciplinary research within the Faculty and University in collaboration with external organisations – including industry, government departments and external research organisations - will form a critical element of the role.

Commensurate with the level of appointment, candidates will be expected to hold an outstanding or eminent and sustained academic record with the ability to lead, manage and develop an internationally recognised research team.

This role is primarily located at the Parkville campus of the University where excellent modern Food Science research laboratories are available.

Key Responsibilities

The University of Melbourne sets minimum standards expected from academic staff. The levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position, and level of achievement of the academic.

Below are the standards for both Level D and E academic staff. The Key Responsibilities, outlined below, are to be read in conjunction with the appropriate standard.

Level D – Associate Professor, Principal Lecturer, Principal Research Fellow

A level D academic will make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

A level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline. They will make original and innovative contributions to the advancement of scholarship, research and/or teaching in their discipline, and may undertake research.

The research work of a level D academic will make a major original and innovative contribution to their field of study or research, and be recognised as outstanding nationally or internationally. A level D academic will play an outstanding role within their institution, discipline and/or profession in fostering the research activities of others and in research training.

Level E – Professor

A level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

A level E academic will have attained recognition as an eminent authority in their discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A level E academic will make original, innovative and distinguished contributions to scholarship, research and/or teaching in their discipline and may undertake research. They will make a commensurate contribution to the work of the institution.

The research work of a level E academic will typically have achieved international recognition through original, innovative and distinguished contributions to their field of research, which is demonstrated by sustained and distinguished performance. At level E an academic will provide leadership in their field of research, within their institution, discipline and/or profession and within the scholarly and/or general community. They will foster excellence in research, research policy and research training.

1.1 TEACHING AND LEARNING

At a level in accordance with the relevant MSAL above:

- ▶ Lead the development of food science coursework programs, together with contributions to undergraduate and postgraduate teaching in food science.
- ▶ Make personal, independent and innovative contributions to teaching and learning at all levels with the preparation and delivering of lectures and practical classes.
- ▶ Lead, coordinate and conduct lectures and tutorials at undergraduate and postgraduate level, including engagement in teaching innovation and improvement as required by the Head of the School and in line with Faculty work load models and Subject Evaluation Survey expectations.
- ▶ Implement the recommendations coming from the recent review of current teaching programs and methodologies to provide rational and cohesive courses for undergraduate and postgraduate students at the highest international level.
- ▶ Mentor and consult with students; supervise undergraduate, graduate or postgraduate students engaged in coursework or smaller research projects.
- ▶ Activity participate and lead continued improvement of teaching quality.

1.2 RESEARCH AND RESEARCH TRAINING

At a level in accordance with the relevant MSAL above:

- ▶ Lead and drive the research in aspects of the food science and related disciplines.
- ▶ Build and sustain strong research activities in food science related areas, with a focus on interdisciplinary activities where appropriate at both the national and international levels.
- ▶ Successfully obtain significant research funding from competitive grant and external bodies, i.e. industry and government.
- ▶ Ensure a sustained report of published papers from, research conducted; and make presentations at national and international scientific conferences and industry forums.
- ▶ Attract, supervise and mentor junior researchers and RHD students in the food science related areas.
- ▶ Mentor staff and research students to publish in top tiered refereed journals, books or monographs, reports and refereed conference proceedings.
- ▶ Promote collaborations across institutions, internationally and nationally to further research in food science related disciplines.
- ▶ Lead the development and implementation of education and research models that can be applied across a broad range of government and industry settings.
- ▶ Provide leadership in developing research initiatives within the Faculty.

1.3 LEADERSHIP AND SERVICE

At a level in accordance with the relevant MSAL above:

- ▶ Take a leading role and actively participate in industry and community liaison activities as arranged by the School.
- ▶ Actively participate in School, Faculty and University committees and working groups, as appropriate.
- ▶ Lead the education, training and research projects to ensure that they are completed within budget, on time, and of optimum quality.
- ▶ Provide academic leadership across all aspects of the Faculty's activities.

- ▶ Actively contribute to the overall leadership and strategic goals of food science and actively contribute to resource management and planning at FVAS.
- ▶ Contribute to strategic planning and policy decision-making processes by actively participating on relevant committees in FVAS.
- ▶ Foster excellence in research and teaching and develop best practice standards for the Faculty.
- ▶ Provide leadership, mentoring and supervision to staff in the performance of their duties, monitoring and providing appropriate feedback.
- ▶ Actively participate in professional activities including consulting, workshops and executive education courses for external participants.
- ▶ Foster a harmonious workplace environment that is conducive to productivity; promotes creativity; and rewards and recognises individuals and group achievement.
- ▶ Champion ethical debate, research, education and industry engagement in Food, Sustainability, Safety and Health related issues.
- ▶ Develop, build and foster partnerships and collaborative opportunities with industry, government, collaborators at other Universities and other stakeholders that contribute to the engagement of teaching and research in the wider community engagement.

In addition to the above, for appointment as a Professor (Level E) you must:

- ▶ Contribute to strategic planning and policy decision-making processes by actively participating on relevant committees.
- ▶ Liaise with peers in FVAS and the University to develop a collaborative approach to enhance educational and research programs of the School.
- ▶ Provide leadership in the evaluation of curriculum development and renewal at School, Faculty and University level.
- ▶ Develop strong collaborative interactions and synergies with other departments and faculties of the University, undertaking research of relevance to Food Science, and promote collaborations across institutions, nationally and internationally to further the research in Food Science related areas.
- ▶ Foster collaborations relating to research, teaching and learning with other educational bodies or institutions and with other scientists to develop a multidisciplinary approach to research.
- ▶ Lead and establish a research program within the discipline, attracting significant funding and high calibre students.
- ▶ Continue to make original and innovative contributions to scholarship, research and teaching in Food Science related disciplines.
- ▶ Establish national and international links with key academics and industry.
- ▶ Play a significant role in research projects, including mentoring and leadership of research teams.
- ▶ Make a significant international contribution to (and advancement of) the discipline.

Selection Criteria

ESSENTIAL

To be considered to the appointment of Associate Professor, Level D:

- ▶ A PhD awarded in a relevant discipline, or equivalent.
- ▶ A successful record of securing substantial competitive research grants and an outstanding sustained record of academic publications in peer reviewed journals, book chapters, conference papers and presentations.
- ▶ Excellent oral and written communication skills and capacity to work constructively and collaboratively and the ability to build rapport with all levels of staff within a diverse work environment.
- ▶ An outstanding record of success in teaching and learning at University level, including the development and delivery of courses in food science disciplines, management of student related issues and a record of successful research higher degree supervision.
- ▶ Demonstrated ability to lead and develop strong links with the business sector, industry and government, with national and international collaborators as well as interdisciplinary across a large organisational unit.
- ▶ Drive, energy and vision to build and lead a world-class research program with demonstrated ability to mentor and guide staff and students within the program.
- ▶ Demonstrated ability to make an outstanding contribution to the governance and collegial life inside and outside the University and be recognised at the national or international level within your discipline. In addition to the above, to be considered to the appointment of Professor, Level E.
- ▶ Demonstrated excellence in academic leadership and management including ability to build strong, sustainable teams, embedding change and driving performance in a large complex organisational environment.
- ▶ Recognition as an eminent authority in a relevant discipline, evidenced by a sustained record of original, innovative and distinguished contributions in peer reviewed journals, book chapters, conference papers and presentations.
- ▶ A demonstrated international reputation in leading research innovation and fostering research collaboration with researchers from other organisations as part of multi-disciplinary teams.
- ▶ Proven success in working collaboratively and an ability to engage and build highly productive relationships with executives, staff and diverse stakeholders, both internal and external to the University and the ability to develop these networks at national and international levels.
- ▶ Demonstrated success in fostering excellence in leadership in developing scholarly research and professional activities, both nationally and internationally.
- ▶ A proven ability to lead change, with outstanding interpersonal skills and demonstrated capacity to motivate, persuade and negotiate.

SPECIAL REQUIREMENTS OF THIS POSITION

- ▶ As the Faculty of Veterinary and Agricultural Sciences is located over several metropolitan and regional campuses, staff may be required to travel to, or work from, other sites and campuses as required.

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 deserve to service for excellence and reach the targets of Growing Esteem.

Occupational Health and Safety (OHS)

OHS responsibilities applicable to positions are published at: <http://safety.unimelb.edu.au/topics/responsibilities/>

Other Information

GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs. <http://research.unimelb.edu.au/our-research/research-at-melbourne>

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>

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