



POSITION DESCRIPTION

Veterinary Clinical Sciences
Faculty of Veterinary and Agricultural Sciences

Lecturer/Senior Lecturer (Ruminant Medicine & Production Animal Health)

| | |
|-----------------------------------|--|
| POSITION NO | 0050076 |
| CLASSIFICATION | Lecturer - Level B Senior Lecturer - Level C <i>Level of appointment will be determined by the selection panel against the level of academic achievement of the applicant</i> |
| SALARY | Level B - \$102,967 - \$122,268 p.a. Level C - \$126,128 - \$145,431 p.a. |
| SUPERANNUATION | Employer contribution of 17% |
| WORKING HOURS | Full-time |
| 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 , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number. |
| CONTACT FOR ENQUIRIES ONLY | Associate Professor John Larsen Tel +61 3 9731 2337 Email j.larsen@unimelb.edu.au <i>Please do not send your application to this contact</i> |

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

Position Summary

ABOUT THE POSITION

The Lecturer or Senior Lecturer (Ruminant Medicine & Production Animal Health) is responsible for making significant contribution to ruminant medicine and production animal health at the Melbourne Veterinary School through teaching, research and consultancy. This position will deliver teaching to Doctor of Veterinary Medicine (DVM) students, developing and delivering lectures, workshops and practical classes throughout the DVM programme.

This position will be required to develop collaborative, applied research in the areas of ruminant medicine and production animal health, seeking collaborative opportunities within the faculty, the wider University and external partners. Additionally, this position will collaborate with a team of experienced farm consultants who deliver veterinary services through the Mackinnon Consultancy to sheep, beef and goat farm clients, and will participate in on-farm veterinary research in Australia. The production animal's group activities include participation in a portfolio of international research-for-development project across Southeast Asia and South Asia.

Commensurate with academic career stage, the Lecturer or Senior Lecturer will have experience in teaching, research and leadership as well as demonstrated capacities to collaborate effectively and build successful teams by fostering academic excellence in others. The Lecturer or Senior Lecturer will also have achieved recognition through original and innovative contributions to the discipline.

The role will be appointed as a Lecturer (Level B) or Senior Lecturer (Level C) based on the Selection Panel's determination of the candidate's application and level of career achievement.

ABOUT US

The University of Melbourne has affirmed its position as the number one university in Australia and remains among the fastest-rising research universities in the world's top 100, according to the Academic Ranking of World Universities (ARWU). It is counted among the best universities in the world – 33 by the Times Higher Education (THE) and 32 by the US News and World Report Rankings. Please visit [Tradition of Excellence](#) for further information.

The Faculty of Veterinary and Agricultural Sciences provide over 20 courses and 300 subjects to approximately 3,500 equivalent full-time students. The Faculty provides the only professional entry veterinary program in Victoria and the Bachelor of Agriculture is the fastest growing undergraduate degree in Australia. The University of Melbourne's agriculture program is the largest in Victoria and ranked 36 in the world, whilst the Doctor of Veterinary Medicine program was the first graduate veterinary professional entry program in Australia. The Faculty is ideally placed to contemplate changes that have far-reaching consequences on its teaching, engagement and research.

1. *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 B and C academic staff. The Key Responsibilities, outlined below, are to be read in conjunction with the appropriate standard.

MSAL Level B – Lecturer or Research Fellow Grade 2

A level B academic will undertake independent teaching and/or research in their discipline or related area. In research and/or teaching and/or scholarship, a level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

A level B academic will contribute to teaching at undergraduate, honours and postgraduate level, and/or engage in independent scholarship and/or undertake research and/or engage in professional activities appropriate to his or her profession or discipline. They will undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the institution.

At level B an academic will have experience in research or scholarly activities, which have resulted in refereed journals or other demonstrated scholarly activities. Research may be carried out independently and/or as part of a team. Level B academics may supervise postgraduate research students or projects and be involved in research training.

MSAL Level C – Senior Lecturer or Senior Research Fellow

A level C academic will make a significant contribution to the discipline at the national level. In research, scholarship and/or teaching they will make independent and original contributions, which expand knowledge or practice in their discipline and have a significant impact on their field of expertise.

A level C academic will make a significant contribution to research and/or scholarship and/or teaching and/or administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. They may undertake research. They will play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of, and related administration for, the coordination of a large award program or a number of smaller award programs of the institution.

The research work of a level C academic will be acknowledged at a national level as being influential in expanding the knowledge of his or her discipline. This standing will be demonstrated by a strong record of published work or other demonstrated scholarly activities. A level C academic will normally provide leadership in research, including research training and supervision.

Please note: in regard to the minimum standards above and the Key Responsibilities listed below, consideration will be given in the context of clinical teaching and research.

1.1 TEACHING AND LEARNING

In accordance with the appropriate MSAL above:

- ▶ Make independent, innovative and effective contributions to teaching and learning at all levels, with a particular focus on ruminant medicine and production animal health during the clinical years of the course, under a variety of settings including lectures, workshops and seminars, computer-assisted learning, tutorials and practice classes,
- ▶ Set and examine assessable tasks and undertake administrative responsibilities associated with the subjects and/or courses.
- ▶ Provide student advice and contribute to the development of subjects and curricula.
- ▶ Contribute to and coordinate the design and delivery of small ruminant (sheep, goats and camelids) and large ruminant health and production medicine across the DVM programme.
- ▶ Contribute to teaching of the production animal clinical rotations, in particular track rotations, including consultancy visits and other field visits.
- ▶ Work collaboratively with all members of the Production Animal Group in the coordination of ruminant teaching throughout the DVM.
- ▶ Take a leading role in the review of teaching and assessment of small ruminant health and production medicine.
- ▶ Mentor and promote the development of students and supervise undergraduate, graduate or postgraduate students engaged in coursework or smaller research projects, including Production Animal residents.
- ▶ Maintain currency with the latest ideas in the discipline to enable teaching in the discipline
- ▶ Ensure consistently strong teaching evaluations and other evidence of positive student feedback and peer review.
- ▶ Provide relevant academic input and leadership across the School and Faculty.

1.2 RESEARCH AND RESEARCH TRAINING

In accordance with the appropriate MSAL above:

- ▶ Attract and retain research funding and conduct research relevant to ruminant health and production medicine, with an emphasis on livestock industries in south-eastern Australia.
- ▶ Conduct research and deliver against research objectives to meet project milestones and reporting schedules, as well as fully immerse in the research culture of the Faculty.
- ▶ Prepare research proposals and funding applications to external bodies as appropriate and disseminate research findings through seminars, conference presentations, and a sustained publication record in peer-reviewed international journals.
- ▶ Work collaboratively to contribute to existing Production Animal Group research activities.
- ▶ Develop and promote strategic research and extension links with livestock industry agencies and organisations external to the University.
- ▶ Provide leadership in developing external research networks.

- ▶ Build and sustain an independent research program in the area of ruminant medicine and production animal health and related areas, with a focus on interdisciplinary activities where appropriate.
- ▶ Promote and develop strategic partnerships with industry organisations.
- ▶ Attract, supervise and mentor postgraduate research students, including residents, Masters' and Doctoral students.
- ▶ Attend and participate in Faculty and University Research Showcase events and give internal and external oral seminars/lectures on relevant topic.

1.3 PEOPLE MANAGEMENT

- ▶ Work collaboratively to support all team members within the Production Animal Group.
- ▶ Manage staff issues in a timely and fair manner within University of Melbourne Guidelines.
- ▶ Foster a harmonious workplace where staff can accelerate personal growth and work towards achievement of career goals including promotions.
- ▶ Model the behaviour expected of leadership in the University.
- ▶ Support the University's Equity and Diversity Strategy.

1.4 LEADERSHIP AND SERVICE

- ▶ Lead, supervise and/or mentor more junior academics staff and students.
- ▶ As appropriate to the level of the position, provide leadership to students and other staff and become involved in Faculty and University activities which may promote the Production Animals group, Melbourne Veterinary School, the Faculty or broader University.
- ▶ Contribute and participate in committees, events such as Discovery Day and other activities at the Faculty and/or University level.
- ▶ Assist in driving new engagement initiatives or assist existing initiatives by presenting to the public to elevate awareness of educational, research and scientific developments, and promote critical enquiry and public debate within the community.
- ▶ 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.
- ▶ Engage with students to maximise positive experiences and develop student experience initiatives within the curriculum that contribute to the development of a strong student cohort.
- ▶ Promote student well-being and ensure all students are aware of all University support services, working in collaboration or seeking advice from more senior staff.
- ▶ Support the University's Equity and Diversity Strategy.
- ▶ Attendance at relevant conferences and incorporate learning's into practice, when funding permits.
- ▶ Collaborate with consultants from the Mackinnon Consultancy and, where appropriate, participate in whole-farm consultancy and research activities (commensurate with experience and expertise).

- ▶ Participate in and encourage communication and dissemination of ruminant medicine and production animal health to industry stakeholders including farmers, veterinarians and other researchers, including contributing to Production Animal newsletters.
- ▶ Contribute and participate in relevant School and Faculty committees and events.
- ▶ Undertake relevant University teaching and research administration in line with the University of Melbourne Operating Model.

1.5 RESPONSIBILITY AND COMPLIANCE

- ▶ Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others;
- ▶ Reliably follow communications protocols and/or policies as appropriate.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.
- ▶ Behavioural Expectations - All staff are expected to maintain the following behaviours:
- ▶ Treat everyone equitably; act fairly with staff and demonstrate respect for diversity
- ▶ Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration.

2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address the following Criteria in their application. Please visit the University website how to address [Essential Selection Criteria](#)

2.1 ESSENTIAL

For appointment at Level B, Lecturer

- ▶ A degree in Veterinary Science registrable in Victoria.
- ▶ A post graduate qualification in an area relevant to ruminant health and production medicine, for example Membership or Fellowship of the Australian and New Zealand College of Veterinary Scientists, a specialist Diploma from a relevant college of the American or European Boards of Veterinary Specialisation, or a Masters' qualification in a relevant area (or demonstrated substantial progress towards one of these qualifications).
- ▶ Clinical experience and/or post-graduate training in a field of veterinary, animal or agricultural science involving ruminant medicine and/or production.
- ▶ Prior experience in effective teaching at undergraduate/DVM level within the discipline and/or at other universities.
- ▶ A record in attracting and providing supervision to completion of graduate research students and demonstrated capacity to mentor and guide junior staff in their career pathways and development
- ▶ Detailed knowledge of and a record of clinical and/or research achievement within the Australian sheep and/or cattle industries.
- ▶ Demonstrated ability to undertake original and independent research in Ruminant Medicine and Production Animal Health or related areas of agricultural science and

agronomy evidenced by a record contribution in peer reviewed journals, book chapters, conference papers and presentations.

- ▶ Demonstrated capacity of securing competitive research grants and/or industry funding, and collaborative working with research teams.
- ▶ Highly developed interpersonal skills with excellent English verbal and written communication skills.
- ▶ A capacity to work both independently and as a member of a team to deliver high quality teaching and/or research outcomes.
- ▶ Excellent organisational and administrative abilities and strong interpersonal skills, including the ability to work with people of diverse cultural backgrounds.

In addition to the above, to be considered to the appointment of Senior Lecturer, Level C:

- ▶ A PhD or equivalent (Fellowship of the Australian and New Zealand College of Veterinary Scientists, a specialist Diploma from a relevant college of the American or European Boards of Veterinary Specialisation), awarded in production animal health or related disciplines.
- ▶ Recognition as being influential in the discipline, evidenced by a strong record of original, innovative and distinguished contributions in peer reviewed journals, book chapters, conference papers and/or presentations.
- ▶ Demonstrated experience in the design and evaluation of educational activities, including curriculum development.
- ▶ A successful record of securing competitive research grants and/or industry funding.
- ▶ Commitment to excellence, and demonstrated capacity in leadership and innovation, in undergraduate and postgraduate teaching in the discipline.
- ▶ Demonstrated ability to develop strong links with livestock industries, relevant government departments and other stakeholders in developing research and industry initiatives.
- ▶ An excellent record in attracting and providing supervision to completion of graduate research students.
- ▶ Demonstrated experience of effective staff management and leadership within teams.

2.2 DESIRABLE

- ▶ Expertise in analysis of field data and of large-scale observational studies.
- ▶ Knowledge of and experience of the goat, deer or camelid industries.

2.3 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.
- ▶ This position will require physical activity including manual handling and animal restraint.
- ▶ You are required to have current vaccination status for Tetanus, Hepatitis A and B and Q fever.
- ▶ This role will be expected to adhere to Melbourne Veterinary School's infection control guidelines in addition to the agricultural industry's biosecurity standards.

- ▶ This position requires the incumbent to hold a current and valid Working with Children's Check.

3. 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 service for excellence and reach the targets of Growing Esteem.

4. 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.

5. Other Information

5.1 FACULTY OF VETERINARY AND AGRICULTURAL SCIENCES

<http://fvas.unimelb.edu.au/>

The Faculty of Veterinary and Agricultural Sciences was formed in July 2014 through the merger of the former Faculty of Veterinary Science and the Department of Agriculture and Food Systems. The new Faculty creates opportunities for closer research collaborations and the formation of interdisciplinary teams to address major issues in veterinary and agricultural sciences. The Faculty's core teaching, postgraduate training, research, clinical consultancy and industry development activities are delivered at the Parkville, Werribee and Dookie campuses, and the Veterinary Hospital operates at Werribee.

Our interdisciplinary approach applies scientific, social, political and economic perspectives to address the needs of both human communities and the natural environment. We address the issues of climate change, food production and food security, crop, plant and soil health, water management, sustainable use of resources for agriculture, animal health and disease and other problems challenging key decision makers today.

Our academic staff engage with government and industry to investigate critical societal issues and the faculty is home to University research centres dedicated to this work. They include: Animal Welfare Science Centre; Primary Industry Climate Challenges Centre; Centre for Animal Biotechnology; Centre for Equine Virology; and the Asia-Pacific Centre for Animal Health', in which the University is a core partner. Research within the Faculty has led to some outstanding outcomes including: increased agricultural productivity; vaccines and diagnostic products that have been commercialised throughout the world; enhanced animal welfare; improvements in public health; and contributions to basic understanding of animal biology.

The Faculty is the only provider of Veterinary Science courses in Victoria and one of only a small number of Universities doing so in Australia. The Bachelor of Agriculture and Bachelor of Food Science along with coursework masters in Agricultural Sciences and Food Science offers one of the most comprehensive educational programs in agricultural and food science in Australia.

5.2 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>.

5.3 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 is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the

University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

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>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of *Research at Melbourne: Ensuring Excellence and Impact to 2025*.

5.4 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>