



# Position Description

## Senior Lecturer in Wildlife Ecology

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level C
Delegation band	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
Special conditions	Nil
Workplace agreement	<a href="#">Charles Sturt University Enterprise Agreement</a>
Date last reviewed	October 2021



# 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:

<b>Our Students</b>	<ul style="list-style-type: none"><li>• Commencing progress rate</li><li>• Student experience</li></ul>
<b>Our Research</b>	<ul style="list-style-type: none"><li>• Research income</li><li>• Research quality and impact</li></ul>
<b>Our People</b>	<ul style="list-style-type: none"><li>• All injury frequency rate</li><li>• Engagement</li></ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"><li>• Underlying operating result</li><li>• Community and partner sentiment</li></ul>



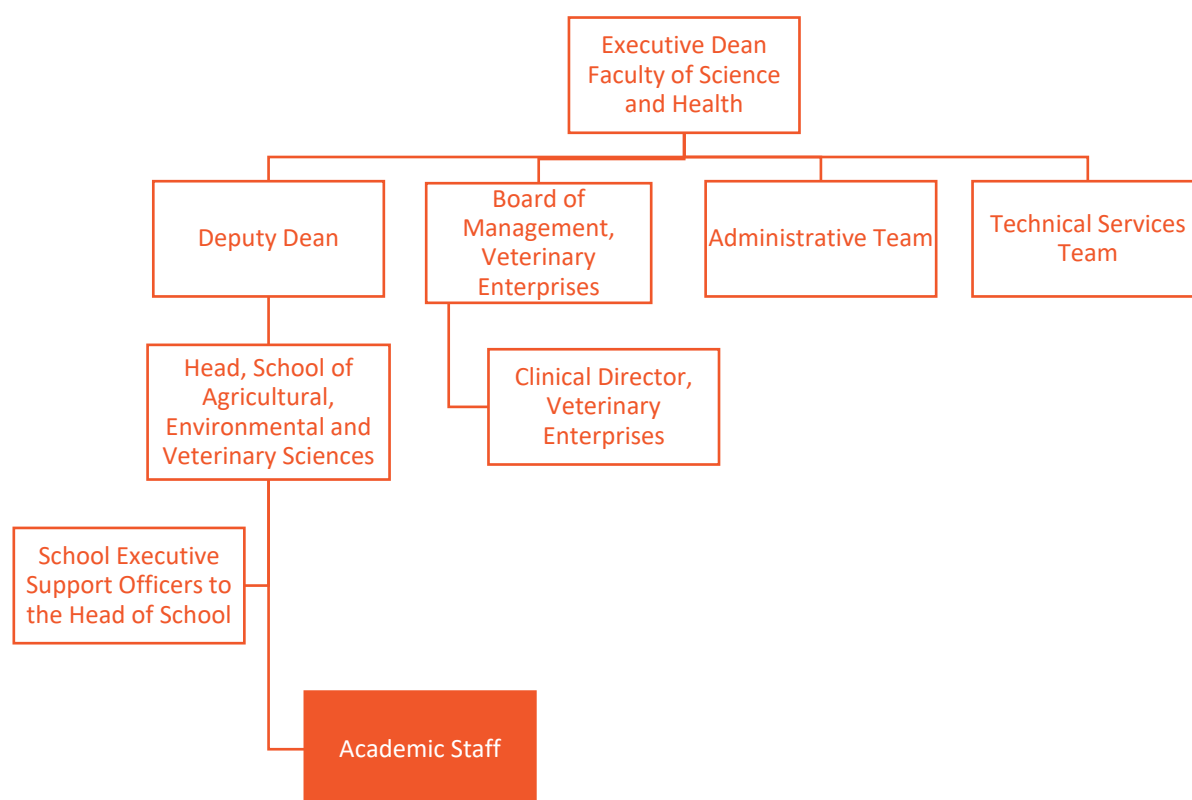
## Faculty of Science and Health

### School of Agricultural, Environmental and Veterinary Sciences

[The Faculty of Science and Health](#) 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 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, Environmental Science and Management, Veterinary Technology and Veterinary Science. The School has substantial infrastructure of a high standard for training across several regional campuses. There is also an extensive network of community, educational, professional and government collaborators. The School has a strong research profile, including significant numbers of undergraduate honours and higher research degree students, and encompassing themes including animal health, production and welfare, biosecurity, conservation, environmental management and sustainable development.

### Organisational chart





## Reporting relationship

**This position reports to:** Head of School, School of Agricultural, Environmental and Veterinary Sciences

**This position supervises:** Nil

## Key working relationships

- Associate Head of School – Environmental Science and Management
- Associate Head of School - Research
- Associate Head of School – Learning and Teaching

## Position overview

As a Senior Lecturer in Wildlife Ecology, you will be expected to contribute to the education, research, engagement and administrative tasks for the School and Faculty. You will teach primarily into the Bachelor of Environmental Science and Management undergraduate programs, however your input into other relevant courses, including postgraduate coursework subjects, could also be required. Based at the Port Macquarie campus, you will have a passion for collaborative multidisciplinary research and for applying your skills in ecology to a wide range of problems, engaging with internal and external stakeholders. You will have the ability to motivate and excite students. You will be committed to using modern teaching pedagogies to enhance the student experience and to develop life ready graduates. And you will be focused on excellence in all parts of your role – teaching, research and engagement. As a Senior Lecturer, you will also be expected to actively contribute to leadership within the School.



## Principal responsibilities

- 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.
- Provide leadership and manage the convening, coordination and delivery of subjects and/or courses, as required, including significant contributions to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students;
- Lead and conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execution of a research plan that aligns with CSU's Research Narrative and objectives, including the supervision of Research Higher Degree students and the pursuit of external funding opportunities;
- Lead and actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment;
- Provide mentoring to support the academic development of colleagues;
- Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or similar;
- Develop, lead and evaluate continuing professional education and maintain professional accreditation;
- Undertake larger projects that enhance curricula and that are of particular benefit to the School or discipline;
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School;
- Other duties appropriate to the classification as required.



## Role-specific capabilities

This section comprises of capabilities from the [Charles Sturt Capability Framework](#).

<b>Service Focused</b>	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)
<b>Innovative</b>	With creativity at our core, be open to new ideas and seek to find better ways
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes
<b>Listen Closely</b>	Dig deep to understand others, using self-insight to build team spirit and recognise efforts
<b>Influence</b>	Create compelling arguments to persuade others and promote ideas that add strategic value
<b>Presenting and Communicating Information</b>	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility

## 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 university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



## Selection criteria

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

### Essential for appointment at Level C

- A. A doctoral qualification, relevant to the discipline or equivalent accreditation and standing.
- B. Significant knowledge, experience and understanding of wildlife ecology, and a comprehensive understanding of the trends and issues associated with environmental science related industries, gained through industry experience and/or scholarly activities or similar.
- C. Evidence of the leadership and delivery of high-quality student-centred learning and teaching, including an ability to design and rigorously apply assessments.
- D. A record of significant achievement and a high level of current activity relevant to ecological and environmental science research at a national level, including the ability or potential to attract external funding.
- E. Demonstrated ability to work independently and collaboratively, including leadership of effective teams, including by applying culturally respectful, inclusive and safe workplace practices, in a complex academic setting with an outcome orientated focus.
- F. Demonstrated ability to build strong partnerships, networks and relationships with environmental science related industries to achieve professional and team objectives.



