



# Position Description

## Associate Professor in Equine Medicine

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

<b>Classification</b>	Level D
<b>Delegation band</b>	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
<b>Special conditions</b>	Participation in after-hours equine medicine roster Current registration or eligibility for registration with the Veterinary Practitioners Board of NSW.
<b>Workplace agreement</b>	<a href="#">Charles Sturt University Enterprise Agreement</a>
<b>Date last reviewed</b>	July 2024



# 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>• Engagement</li> <li>• All injury frequency rate</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>



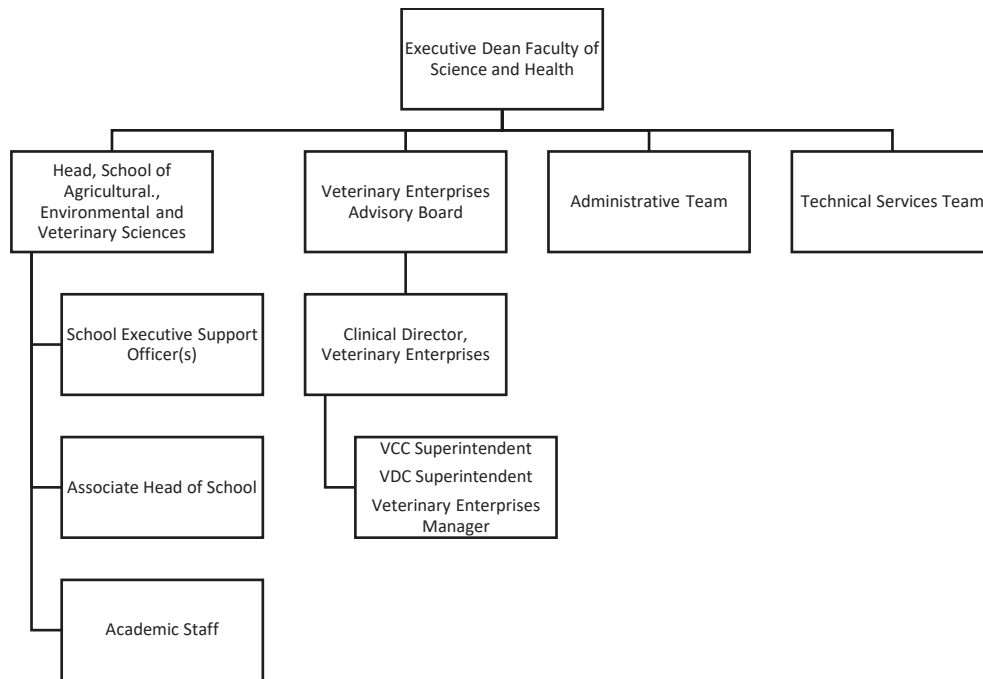
## Faculty of Science and Health

### School of Agricultural, Environmental and Veterinary sciences

The [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 undergraduates and postgraduates, including a Veterinary Clinical Centre, Equine Centre, Veterinary Diagnostic Laboratory, Veterinary Teaching Hospital and access to on-campus commercial farms in Wagga and Orange. The School has a strong research profile, including significant numbers of undergraduate honours and higher research degree students. Relevant research strengths include epidemiology, biosecurity, toxicology, animal welfare, animal models of human conditions and animal production.

Our combined scientific expertise means we can educate and research in a broad range of animal and land-based courses and research projects. The Veterinary Science course delivers industry-ready and sought after graduates cognisant of both contemporary research findings and current and evolving industry practice. You will join a progressive Veterinary science team who are innovative educators, researchers and engaged with industry at local to international levels.

### Organisational chart



### Reporting relationship

**This position reports to:** Dean of Veterinary Sciences

**This position supervises:** Nil



## Key working relationships

- Head of School
- Clinical Director, Veterinary Enterprises
- Superintendent, Veterinary Clinical Centre
- Veterinary Enterprises Manager
- Academic and general staff, Veterinary Clinical Centre
- Subjects administration team



## Position overview

The Associate Professor in Equine Medicine position is designed to provide high-quality clinical services in equine medicine at the Veterinary Clinical Centre (VCC) and undergraduate and postgraduate teaching in the School of Agricultural, Environmental and Veterinary Sciences (SAEVS). Advanced clinical and academic skills and post-graduate clinical qualification(s) in the field of equine medicine (e.g. Fellowship of the Australian and New Zealand College of Veterinary Scientists, Diploma of the European College of Equine Internal Medicine or Diploma of the American College of Veterinary Internal Medicine) and post-graduate (Masters / Doctoral qualification(s)) or equivalent experience are required. The incumbent is expected to progress research interests in collaboration with other staff in the School and University and/or professional skills including engagement with the profession and provision of referral practice. Contribution to a broad range of professional and administrative roles within the School is also required.

The position is based at the VCC, Wagga Wagga, New South Wales. The successful applicant will be working with senior equine medicine, theriogenology, equine surgery, dentistry and anaesthesia staff, undergraduate and postgraduate veterinary students and technical staff. The VCC is an integral part of SAEVS and is focused on high-quality teaching in equine disciplines and provision of state-of-the-art clinical services.

## Principal responsibilities

- Provide leadership for the clinical and administrative requirements of referral equine medicine services. Maintain, develop, maintain and enhance professional relationships with all stakeholders of the VCC, including staff, clients, professional bodies and referring veterinarians.
- Engage in professional activities and/or scholarly activities, and/or industry engagement, and/or research at a national and international level that advances the knowledge, standing and practice of the veterinary profession, especially in equine medicine.
- Make an outstanding contribution to the development and improvement of policy and practice through leading external professional reviews, 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.
- Provide significant leadership and foster partnerships with the veterinary profession 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.
- Make outstanding contributions to the development, implementation and promotion of Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver and lead high-quality student-centred learning opportunities in equine medicine or related areas as required to meet the teaching needs of the University.
- Provide leadership and excellence in teaching in a range of delivery modes, including, but not limited to, Workplace Learning in clinical settings, face-to-face didactic and problem-based learning (PBL).
- Contribute to, and lead, collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students within the Veterinary Sciences and other related courses including the giving and receiving of constructive feedback.
- Provide leadership for projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula.



- Provide leadership and manage the convening, coordination, delivery and moderation of subjects and/or courses, including didactic teaching of undergraduate veterinary science students undergraduate students in other courses provided by SAEVS, as required, and clinical rotations at the VCC.
- Conduct research in equine medicine or related areas at an international level, as appropriate.
- Supervision of higher degree by research students and interns, as appropriate.
- Provide mentoring to support the academic development of colleagues in the School.
- Contribute to the governance, marketing, promotion, and administrative activities to facilitate the progression and growth of the VCC, School and Faculty.
- As required, represent the School/Faculty in a professional capacity, including to the relevant industries.
- Other duties appropriate to the classification as required.

## Role-specific capabilities

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

<b>Focus on service</b>	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
<b>Innovative</b>	With creativity at our core, be open to new ideas and seek to find better ways.
<b>Live our values</b>	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
<b>Adapt to change</b>	Explore the reasons for change and be willing to accept new ideas and initiatives.
<b>Apply expertise and technology</b>	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
<b>Lead and supervise</b>	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.



## 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](#)
- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations.
- Possess the physical ability and capacity to perform routine equine clinical work including handling of horses and clinical procedures. All activities must be performed in accordance with Charles Sturt University's occupational health and safety policies and local safe work procedures.



## Selection criteria

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

### Essential

- A. A doctoral qualification in Veterinary Science or equivalent experience, accreditation and standing and highly developed skills relevant to equine medicine.
- B. Current registration or eligibility for registration with the Veterinary Practitioners Board of NSW.
- C. Specialist qualifications in the field of equine medicine (Fellowship of the Australian and New Zealand College of Veterinary Scientists, Diploma of the European College of Equine Internal Medicine or Diploma of the American College of Veterinary Internal Medicine).
- D. A record of academic achievement of national and/or international standing through outstanding contributions, including academic leadership, to professional activity and/or research/creative works and/or the scholarship of teaching.
- E. Evidence of, and demonstrated commitment to, the delivery and leadership of high-quality student-centred learning and teaching, including an ability to engage students in a wide range of activities and to rigorously apply assessments.
- F. Extensive knowledge and understanding of the discipline of equine medicine gained through industry experience and/or scholarly activities or similar.
- G. Highly developed communication/interpersonal skills and demonstrated ability to lead and work collaboratively in clinical teams, apply respectful and safe practices in the workplace and to engage with the profession.
- H. Demonstrated ability to provide effective leadership and building people capability in a significant academic setting, and to contribute to the leadership and collegial life of the University and profession and/or discipline.





● - Capital city   ● - Campus location

