



POSITION DESCRIPTION

School of Agriculture and Food
Faculty of Veterinary and Agricultural Sciences

Lecturer or Senior Lecturer (Plant Pathology)

POSITION NO	0053942
CLASSIFICATION	Level B or Level C
SALARY	Lecturer, Level B: \$107,547 - \$127,707 p.a. Senior Lecturer, Level C: \$131,739 - \$151,900 p.a.
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full Time
BASIS OF EMPLOYMENT	Continuing
OTHER BENEFITS	https://about.unimelb.edu.au/careers/staff-benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Bill Malcolm Tel +61 428 499 266 Email b.malcolm@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

Working within the University of Melbourne's School of Agriculture of Food within the Faculty of Veterinary and Agricultural Sciences, the Lecturer/Senior Lecturer (Plant Pathology) will provide leadership and excellence in teaching and research in the plant pathology discipline. This position will also complement related research strengths within the Faculty such as soil science, plant production, plant biotechnology, food science and sustainable crop production.

This position will assist to build the Schools expertise in an area of plant pathology for the development of profitable and sustainable farming systems and will also be expected to assist in strengthening relationships with relevant University groups and external stakeholders including research organisations and industry partners.

The Lecturer/Senior Lecturer (Plant Pathology) will provide high quality teaching to students, developing and delivering lectures, workshops and practical classes. Lecturers/Senior Lecturers at the University of Melbourne will contribute to scholarly activities through independent contribution to research and professional practice resulting in a sustained level of high impact publications and outputs, as appropriate to the level of appointment.

This position will be primarily based at the Parkville campus of the University of Melbourne and may be required to attend other campuses and sites.

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 experience and level of career achievement.

1. Key Responsibilities

The University of Melbourne sets 'Minimum Standards for Academic Levels' (MSALs) which are 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 and may be amended from time to time.

Below is the MSALs for Level B and Level C academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL.

Level B – Lecturer, 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 Academics, 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 or engage in professional activities appropriate to their profession or discipline. The Academic will undertake administration primarily relating to their activities within the Faculty and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the University.

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.

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.

1.1 TEACHING AND LEARNING

In accordance with the appropriate Minimum Standards for Academic Levels above:

- ▶ Make significant or independent and innovative contribution to teaching and learning at all levels which enhances student learning an experience.
- ▶ Make independent contributions to the development of innovative programs, curriculum design, assessment and development of learning materials within the discipline.
- ▶ Develop and teach exciting and innovative subjects and curriculum in collaboration with colleagues, deliverable under a variety of settings and undertake administrative responsibilities associated with the subjects and/or courses.
- ▶ Ensure consistently strong teaching evaluations and other evidence of positive student feedback and peer review.
- ▶ Mentor and consult with students, supervise undergraduate, graduate and postgraduate students engaged in coursework or smaller research projects.
- ▶ Submit and assist in securing funding for teaching and learning activities resulting in outcomes in high-impact peer reviewed journals, articles, presentations and conference proceedings, original teaching and scholarly outputs, as well as research related to teaching and learning outcomes.
- ▶ Provide input into the leadership and management of undergraduate and graduate course offerings within the School of Agriculture and Food.
- ▶ Develop a strong teaching program and assist in the development and implementation of education models that can be applies across a broad range of government and industry settings.

1.2 RESEARCH AND RESEARCH TRAINING

In accordance with the appropriate Minimum Standards for Academic Levels above:

- ▶ Make significant contribution to the advancement of plant pathology evidenced by contributing in all elements of research projects including management and leadership as appropriate.
- ▶ Make significant contribution to a research program within the discipline which is recognised nationally as a leader in the field and increases the national profile of the School, Faculty and University.
- ▶ Undertake independent research and ensure findings are disseminated through seminars, conference presentations and maintain a sustained level of publications in peer-reviewed journals acknowledged as influential in expanding the knowledge of the discipline at the national level.
- ▶ Build and sustain an independent research program in the discipline and related areas, with a focus on interdisciplinary activities where appropriate.
- ▶ Disseminate research findings through seminars, conference presentations and a sustained publication record in peer-reviewed international journals.
- ▶ Attract, supervise and mentor junior researchers and Research Higher Degree students in relevant disciplines.
- ▶ Attain research funding from national and international competitive granting agencies and from other sources.
- ▶ Contribute to the development and implementation of education and research models that can be applied across a broad range of government and industry settings.
- ▶ Promote collaborations across institutions, internationally and nationally to further research in crop science related disciplines.
- ▶ Provide leadership in developing external research networks.
- ▶ Attend and participate in Faculty and University Research Showcase events and give internal and external oral seminars/lectures on relevant topic.

1.3 LEADERSHIP AND SERVICE

In accordance with the appropriate Minimum Standards for Academic Levels above:

- ▶ Lead by example and ensure the values, standards and expectations for appropriate behaviour in the workplace and the best interests of a leading University are upheld, as well as the University's commitment to a diverse and inclusive workplace.
- ▶ 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 contribute to relevant overall strategic goals and actively contribute to resource management and planning at FVAS.
- ▶ Provide significant leadership in the discipline and foster excellence in delivery of teaching and research.
- ▶ Actively participate in professional activities including consulting, workshops and executive education courses for external participants.
- ▶ Develop collaborative opportunities with Australian and international industry and research facilities.
- ▶ Foster a harmonious workplace environment that is conducive to productivity; promotes creativity; and rewards and recognises individuals and group achievement.

- ▶ Build and foster partnerships with industry, government, collaborators at other Universities and other stakeholders that contribute to the engagement of teaching and research in the wider community engagement.
- ▶ Contribute to the evaluation of curriculum development and renewal at School, Faculty and University level.
- ▶ 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.
- ▶ Perform administrative tasks and serve on committees as directed and as appropriate for the level of appointment.
- ▶ Provide support and mentorship to more junior staff and students to assist in research excellence and career development.
- ▶ Promote student wellbeing and ensure all students are aware of all University support services, working in collaboration or seeking advice from more senior staff.
- ▶ 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.

1.4 PEOPLE MANAGEMENT

In accordance with the appropriate MSAL above for the appropriate level appointed:

- ▶ Manage staff issues in a timely and fair manner within University of Melbourne Guidelines.
- ▶ Create an environment where staff can accelerate personal growth and work towards achievement of career goals including promotion.
- ▶ Model the behaviour expected of leadership in the University.
- ▶ Support the University's Diversity and Inclusion Strategy.

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

To be appointed at Level B, Lecturer:

- ▶ An awarded PhD in plant pathology or relevant discipline.
- ▶ Demonstrated ability in curriculum design, development and delivery of high quality teaching programs, including on-line, in plant pathology subjects at undergraduate and postgraduate levels.
- ▶ Demonstrated ability to undertake original and independent research in plant pathology or related discipline, evidenced by a record of contributions in peer reviewed journals, book chapters, conference papers and presentations.
- ▶ Demonstrated ability in securing competitive research grants and/or industry funding, and collaborative engagement working within research teams.
- ▶ Demonstrated high level organisational skills and record keeping capabilities as well as demonstrated ability to prioritise a range of tasks, manage time effectively and meet deadlines in a busy environment.
- ▶ Well-developed interpersonal and skills with the ability to build and maintain relationships with internal and external stakeholders and an ability to tailor information to different audiences in a diverse environment.
- ▶ Demonstrated capacity to work under limited supervision, with a high level of autonomy as well as part of a team to deliver high-quality outcomes.

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

- ▶ A national reputation in leading research innovation in plant pathology and fostering research collaboration with researchers from other organisations as part of multi-disciplinary teams.
- ▶ A successful record of securing competitive research grants and/or industry funding and directing research programs.
- ▶ Demonstrated ability to develop strong links with agriculture industries, primary industry departments and other stakeholders in developing research and industry initiatives at the national or international level.
- ▶ Drive, energy and vision to build and lead a world-class research program.
- ▶ Commitment to excellence in, and demonstrated capacity in leadership and innovation in, undergraduate and postgraduate teaching in plant pathology.
- ▶ An excellent record in attracting and providing supervision to completion of graduate research students.

2.2 DESIRABLE

- ▶ Strong track record in integration of molecular and genomic technologies applied to plant-microbe interactions.
- ▶ Ability to work in molecular plant pathology Experience in plant biosecurity and developing strategies to mitigate risks of incursion of exotic plant pathogens.

2.3 SPECIAL REQUIREMENTS OF THE ROLE

- ▶ 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 requires the incumbent to hold a current and valid Working with Children 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 strive 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:

<https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

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 is a leader in agricultural, food and veterinary science education and research in Australia.

The faculty comprises the Melbourne Veterinary School and the School of Agriculture and Food. The faculty operates across three campuses: Parkville, Werribee and Dookie. We acknowledge and pay respect to the traditional owners of the lands upon which these campuses are situated, the Wurundjeri and Boon Wurrung peoples and the Yorta Yorta Nation. In addition to education and research, the faculty operates a veterinary hospital at Werribee, a broadacre farm at Dookie, and an equine hospital in Shepparton.

As a faculty within the University of Melbourne, we share the core purpose of benefiting society, and the guiding aspiration to be a world-leading and globally connected Australian university with students at the heart of everything we do. We are dedicated to improving animal health, sustainable agricultural practice and food security through cross-disciplinary and collaborative research. Our focus on quality teaching spanning agricultural, food, and veterinary sciences, aims to equip tomorrow's leaders with the skills and knowledge to solve global issues. The faculty aspires to be the destination of choice in Australia and one of the finest in the world in the fields of agriculture, food, animal health and veterinary sciences for students, teachers, researchers, collaborators and investors.

Our research capabilities and expertise are focused on solving real-world problems and creating healthier and more productive communities and environments, both in Australia and globally. Interdisciplinarity and cooperation between our research disciplines underpin the faculty's One Health approach – recognising the inextricable link between human, animal, plant and environmental health. The faculty has particular research strengths in animal diseases, zoonotic infectious diseases, production animal systems (including dairy and red meat), animal welfare, soil and plant sciences, agricultural innovation and sensory food science. We have strong links with industry, policy makers, other research institutions and the wider community.

The faculty provides the only professional-entry veterinary medicine program in Victoria and offers one of the most comprehensive educational programs in agricultural and food science in Australia. Our programs range from custom-education short courses to coursework masters courses and cover a wide variety of undergraduate and postgraduate subjects across agriculture, food, and veterinary science. Our flagship courses are the Bachelor of Agriculture, the Master of Agricultural Sciences, the Master of Food Science, and the Doctor of Veterinary Medicine.

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 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of

education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- ▶ We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- ▶ We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- ▶ We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- ▶ We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

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 <https://about.unimelb.edu.au/strategy/governance>