



Position Description

Lecturer in Veterinary Technology

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level C
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	November 2023



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:

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



Faculty of Science and Health

School of Agricultural, Environmental and Veterinary Sciences

The [Faculty of Science and Health](#) is a dynamic and diverse Faculty with teaching and research expertise. The Faculty unites a broad profile of professional and industry aligned courses and our graduates are highly sought after, making a strong contribution to our regions and globally. With proven capability in the natural, physical, animal and health sciences we are delivering on our vision to enhance the scientific capability of Australia and its regions, responding to the health and well-being of our communities and having a global impact. Our students are taught in excellent facilities which can be accessed across our campus footprint and we have strong on-campus, online learning and work-integrated learning capabilities. As a leader in contemporary strategic and applied research the Faculty of Science and Health prepares future researchers through our higher degree research program and provides scientific solutions to current regional, national and global challenges both independently and in collaboration with our research institutes.

The Faculty is made up of five Schools

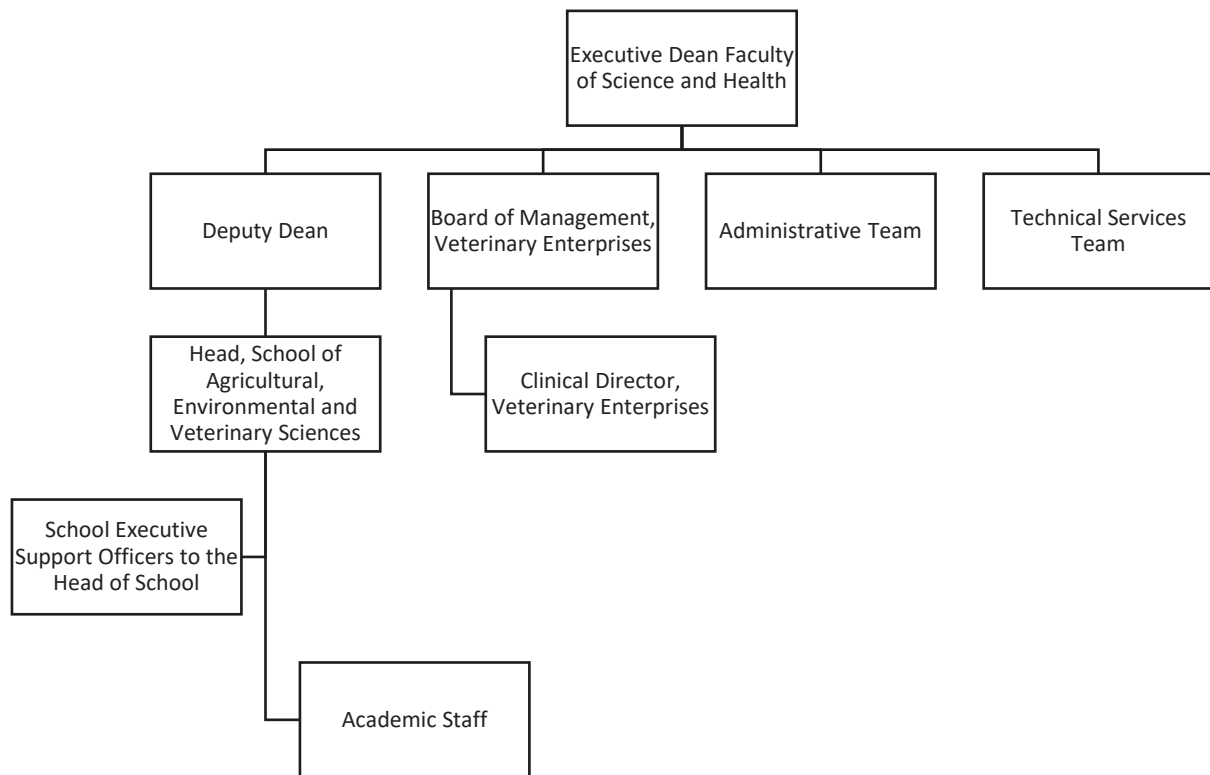
- School of Agricultural, Environmental and Veterinary Sciences
- School of Allied Health, Exercise and Sports Sciences
- School of Dentistry and Medical Sciences
- School of Nursing Paramedicine and Healthcare Sciences
- School of Rural Medicine

We are the home of Three Rivers University Department of Rural Health, the Biosecurity Training Centre and the University Enterprises in Veterinary Practice, Dentistry and Oral Health, the Community Engagement and Wellness Centre, the Charles Sturt Winery as well as having a close relationship with the Charles Sturt farm.

Further information on the Faculty of Science and Health may be found here - <https://science-health.csu.edu.au/home>



Organisational chart



Reporting relationship

This position reports to: Dean of Veterinary Sciences

This position supervises: Nil

Key working relationships

- Head of Discipline – Veterinary Technology
- Dean of Veterinary Sciences
- Associate Head of School – Learning and Teaching
- Associate Head of School - Research



Position overview

The appointee will be expected to participate in teaching and research and provide academic leadership in administration, as appropriate to the relevant appointment level. In particular, they will deliver and assess subjects for Veterinary Technology and where appropriately qualified, Veterinary Science students that include:

- Transition to university study and the associated development of academic literacy
- Best practice in animal handling and low stress techniques for production animals (bovine, ovine), equine and small animals (canine and feline)
- Support for the veterinary profession in diagnostic techniques and imaging
- Support for the veterinary profession in diagnostics related to clinical pathology
- Best practice in the care and management of animals for internal medicine, surgery and anaesthesia, theatre practice, emergency, and critical care patients

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 related to the veterinary technology curriculum and other related 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 School and Faculty of Science and Health, including through membership of committees.
- Support the development of relationships with First Nations communities and providing access to animal health care.
- Other duties appropriate to the classification as required.



Role-specific capabilities

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

Innovative	With creativity at our core, be open to new ideas and seek to find better ways
Take Action	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)
Network	Bring people together and build relationships that deliver desired benefits and outcomes
Influence	Create compelling arguments to persuade others and promote ideas that add strategic value
Leading and supervising	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
Presenting and Communicating Information	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 the school, such as other campuses, as well as possible car and air travel and work with a diverse range of staff, students and community members.
- 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.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.



Selection criteria

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

Essential

- A. A degree in Veterinary Science with a doctoral qualification or equivalent, accreditation and standing, including eligibility for registration with the Veterinary Practitioners Board of NSW **OR** a qualification in undergraduate biological/biomedical science, veterinary nursing/technology with a doctoral qualification or equivalent **AND** a minimum of five years professional experience in an Australian-registered veterinary clinic.
- B. Significant knowledge, experience and understanding of the care of small companion animals, including diagnosis and management of authentic clinical cases, gained through clinical experience, 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 Veterinary Technology Practice or Student education research, including the ability or potential to attract external funding, at a national level.
- E. Highly developed communication/interpersonal skills and 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 within clinical veterinary practice to achieve professional and team objectives.

Desirable

- G. Experience delivery high-quality student-centred learning and teaching in diagnostic imaging particularly radiography, ultrasound, and advanced imaging techniques.
- H. Experience in delivering high-quality lectures, tutorials and case-based learning classes involving surgical, medical, and emergency veterinary cases.
- I. Experience in demonstrating best practice in animal handling and low stress techniques for production animals (equine, bovine, ovine) and small animals (canine and feline).



Brisbane

New South Wales

Dubbo

Port Macquarie

Orange

Bathurst

Sydney

Goulburn
NSW Police Academy

Wagga Wagga

Canberra

Albury-Wodonga

Wangaratta
Regional Study Centre

Victoria

Melbourne

● - Capital city ● - Campus location

