

## Lecturer/ Senior Lecturer in Veterinary Practice

School of Animal and Veterinary Sciences  
Faculty of Science

Classification	Level B - Lecturer Level C - Senior Lecturer
Delegations Band	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
Nature of Employment	Continuing
Workplace Agreement	<a href="#">Charles Sturt University Enterprise Agreement</a>
Date Last Reviewed	October 2019

### Our University Values



### Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

#### **Set Direction and Deliver Results**

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

#### **Collaborate with Impact**

- Relating and networking.
- Working with people.
- Persuading and influencing.

#### **Lead Self and Others**

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

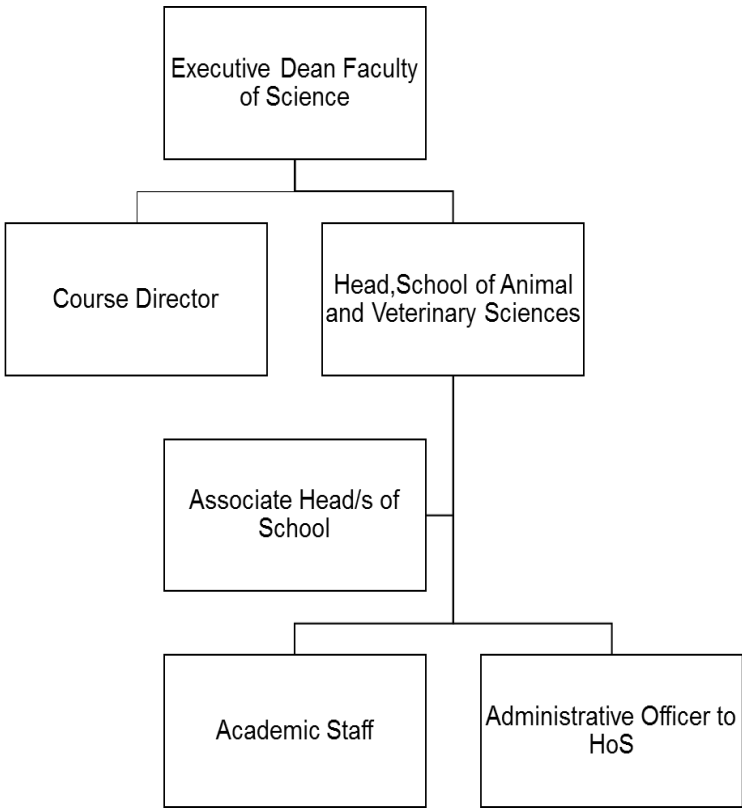
**School of Animal and Veterinary Sciences, Faculty of Science**

The Faculty of Science 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 School of Animal and Veterinary Sciences provides undergraduate courses in Animal Science, Equine Science, Veterinary Science and Veterinary Technology. The School has substantial infrastructure of a very high standard for training veterinary undergraduates and postgraduates, including a Veterinary Clinical Centre and Equine Centre, Veterinary Diagnostic Laboratory, and a Small Animal Referral Hospital. The School has a rapidly growing research profile and numbers of undergraduate honours and higher research degree students.

See [School of Animal and Veterinary Sciences](#)

**Organisational Chart**



**Reporting Relationships**

This position reports to: Head, School of Animal and Veterinary Sciences  
This position supervises: Nil

**Position Overview**

We are currently seeking applications from Veterinarians with a degree registerable in NSW and experience in veterinary clinical practice. The appointee will be expected to contribute to teaching in the undergraduate Veterinary Science and possibly Veterinary Technology Courses, with the particular focus of developing the professional attitudes, behaviours and life skills that are expected of future-proof graduates. Teaching responsibilities will include developing the professional skills of early undergraduates, promoting excellent communication skills in the students and leading and supporting the preparedness of senior students for their transition to postgraduate employment. The successful candidate will also be expected to contribute to research and provide academic leadership in administration, as appropriate to the level of appointment.

## **Principal Responsibilities at Level B**

- Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred undergraduate learning opportunities relevant to veterinary practice and related areas, as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which include face-to-face didactic, practical-based and online delivery and assessment.
- Actively contribute to collaborative processes in the design, delivery and improvement of high quality materials, resources and experiences relevant to veterinary practice and other related subjects, including the giving and receiving of constructive feedback.
- Provide leadership and management, as appropriate, in the convening, coordination, delivery and moderation of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff.
- Contribute to research, including supervision of Higher Degree Research students, in veterinary science or related areas as appropriate, to help execute research plans that align with CSU's Research Strategy and objectives, including pursuing external funding opportunities. This will include continuing to build a record of research that contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database
- Actively contribute to high performing teaching, research and professional teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the School and the Faculty of Science, including through membership and leadership of committees.
- As required, represent the School in a professional capacity, including to the relevant industries.
- Maintain a sound and current knowledge and understanding of relevant disciplines through professional engagement, scholarly and/or research activities.
- Other duties appropriate to the classification as required.

## **Principal Responsibilities at Level C**

- 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 relevant to veterinary practice and related areas 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 didactic or Problem-Based Learning (PBL) and online teaching and assessment.
- Contribute significantly to collaborative processes to design, deliver and continually improve high quality materials, resources and experiences relevant to veterinary practice and other related subjects, including the giving and receiving of constructive feedback.
- Provide leadership and manage the convening, coordination and delivery of subjects and/or courses, as required.
- Conduct research, including supervision of Higher Degree Research students, in veterinary science or related areas at a national level as appropriate as part of a research plan aligned with CSU's Research Strategy. This will include pursuing funding opportunities and maintaining up-to-date research records within CSU's research database.

- Provide leadership and support to colleagues and manage small research teams which contributes to the development of the profession, discipline and/or community.
- Provide leadership and foster partnerships with the professions 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.
- Actively contribute to high performing teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Provide mentoring and coaching to support the academic development of colleagues.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- As required, represent the School in a professional capacity, including to the relevant industries.
- Expand current knowledge and understanding of the relevant discipline through original contributions to industry engagement and/or scholarly activities or similar.
- Other duties appropriate to the classification as required.

## **Selection Criteria**

### **Essential for Appointment at Level B**

- A degree in Veterinary Science plus relevant postgraduate or equivalent experience, accreditation and standing, including eligibility for registration with the Veterinary Practitioners Board of NSW.
- A record of research/creative works or professional activity relevant to the discipline area, which demonstrates a capacity to make an autonomous contribution.
- Experience in delivering high quality student centred learning and teaching to undergraduate veterinary students, including an ability to rigorously apply assessments.
- Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively with clinical and other teams within the School and to engage with the profession.

### **Essential for Appointment at Level C**

- A degree in Veterinary Science and relevant postgraduate qualifications, or equivalent accreditation and standing, including eligibility for registration with the Veterinary Practitioners Board of NSW.
- A record of significant achievement, at a national level, relevant to the discipline area, in the scholarship of teaching and/or research activity or professional activity and demonstrated ability and/or capacity to attract external funding for research activities.
- Experience in developing, leading and delivering high quality student centred learning and teaching to undergraduate veterinary students, including an ability to engage students in a wide range of activities and to rigorously apply assessments.
- Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively with clinical and other teams within the School and to engage with the profession.
- Demonstrated ability to provide leadership in the discipline in the scholarship of teaching and/or research or professional activity.

## **Information for Prospective Staff**

### **Your Application**

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to [www.csu.edu.au/jobs/](http://www.csu.edu.au/jobs/).

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

### **Staff Benefits**

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

### **Essential Information for Staff**

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Workplace, Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)