



Position Description

Lecturer in Veterinary Technology

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level B
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Nil
Workplace agreement	Charles Sturt University Enterprise Agreement
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:

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">• All injury frequency rate• Engagement
Our Social Responsibility	<ul style="list-style-type: none">• Underlying operating result• Community and partner sentiment



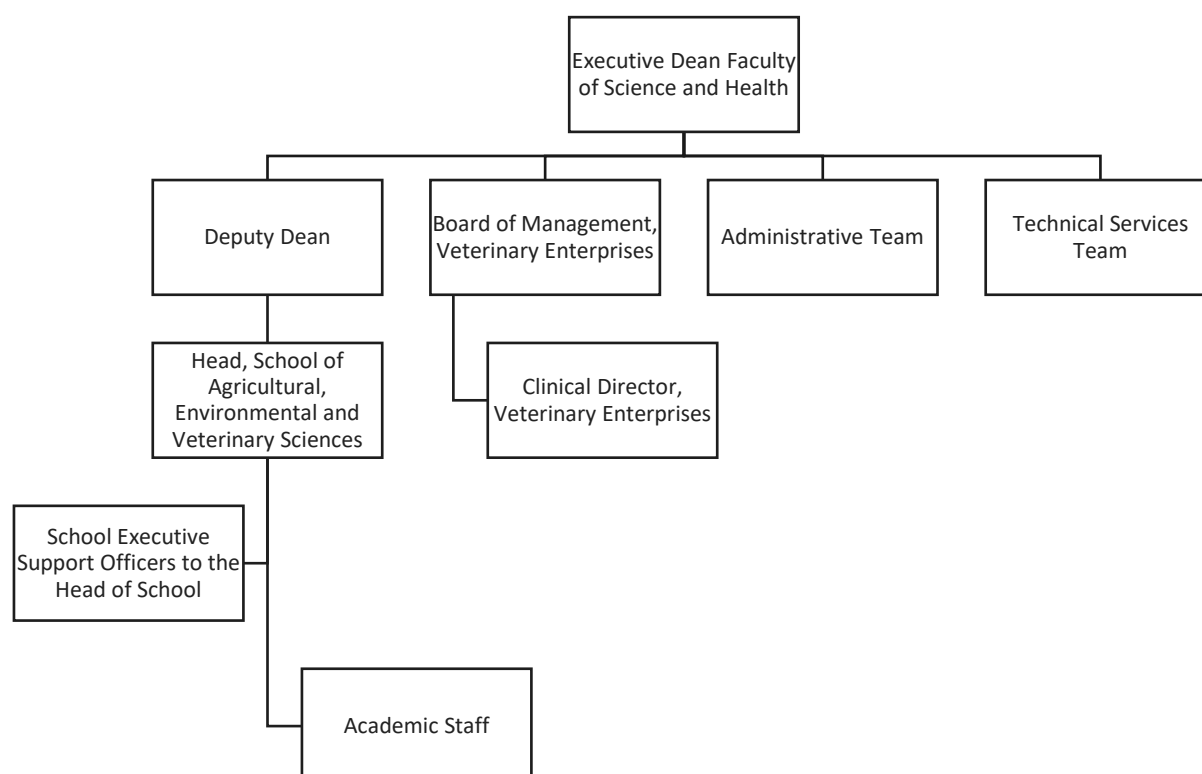
Faculty of Science and Health

School of Agricultural, Environmental and Veterinary Sciences

[The Faculty of Science and Health](#) 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 very high standard for training undergraduates and postgraduates, including a Veterinary Clinical Centre, Equine Centre, Veterinary Diagnostic Laboratory and a Small Animal Referral Hospital. There is also a world class research profile, with a strong commitment to undergraduate honours and higher research degrees.

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

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

Position overview

We are currently seeking applications from veterinarians with a degree registerable in NSW and a minimum of 3 years practice experience **OR** graduates with a postgraduate qualification in biological/biomedical science, veterinary nursing or veterinary technology, with a minimum of 5 years of experience in veterinary practice.

The appointee will be expected to participate in teaching and research and to provide academic leadership in administration, as appropriate to the appointment level. In particular, they will deliver and assess subjects for veterinary technology students that include:

- Transition to university study and the associated development of academic literacy
- Best practice in animal handling and low stress techniques for equine, canine and feline patients
- Best practice for surgery, theatre practice, emergency, and critical care patients
- Support for the veterinary professional in diagnostic techniques and imaging

The appointee might also teach into other undergraduate courses within the School, particularly including veterinary science, animal science and equine science, as required.



Principal responsibilities

- Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred undergraduate learning opportunities in veterinary technology 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.
- Contribute to collaborative processes in the design, delivery and improvement of high-quality materials, resources and experiences related to the veterinary technology curriculum and other related courses, including the giving and receiving of constructive feedback.
- Contribute to research, including supervision of research students, in veterinary technology, veterinary science or other related areas as appropriate.
- Actively contribute to high performing 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 Faculty of Science and Health, including through membership 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 and/or scholarly activities or similar.
- Support the development of relationships with First Nations and other communities, potentially including providing advice and/or 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 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 plus relevant postgraduate or equivalent experience, accreditation and standing, including eligibility for registration with the Veterinary Practitioners Board of NSW **OR** a qualification in biological/biomedical science, veterinary nursing or veterinary technology plus relevant postgraduate qualifications or equivalent experience and a minimum of five years veterinary clinical experience.
- B. A record of research or professional activity relevant to the discipline area, which demonstrates a capacity to make an autonomous contribution.
- C. Experience in delivering high-quality student-centred learning and teaching to undergraduate veterinary students, including an ability to rigorously apply assessments.
- D. Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively, including by applying culturally respectful, inclusive and safe workplace practices, with clinical and other teams within the School.
- E. Potential to build partnerships, networks and relationships within the veterinary industries and rural and regional communities to achieve professional and team objectives.

