



# Position Description

## **AFMH (Australian Fresh Milk Holdings) Associate Lecturer in Dairy Medicine**

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

**Classification** Level A

**Delegation band** [Delegations and Authorisations Policy \(see Section 3\)](#)

**Special conditions** Possibility of teaching more than 2 sessions per year

**Workplace agreement** [Charles Sturt University Enterprise Agreement](#)

**Date last reviewed** 26 Aug 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 University 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 will be required to contribute to the success of the University Strategy including meeting the eight-key university key performance Indicators:

<b>Our Students</b>	Commencing Progress Rate Student Experience
<b>Our Research</b>	Research Income Research Quality and Impact
<b>Our People</b>	Engagement All Injury Frequency Rate
<b>Our Social Responsibility</b>	Underlying Operating Result Community and Partner Sentiment



## Faculty of Science and Health

### School of Agricultural, Environmental and Veterinary Sciences

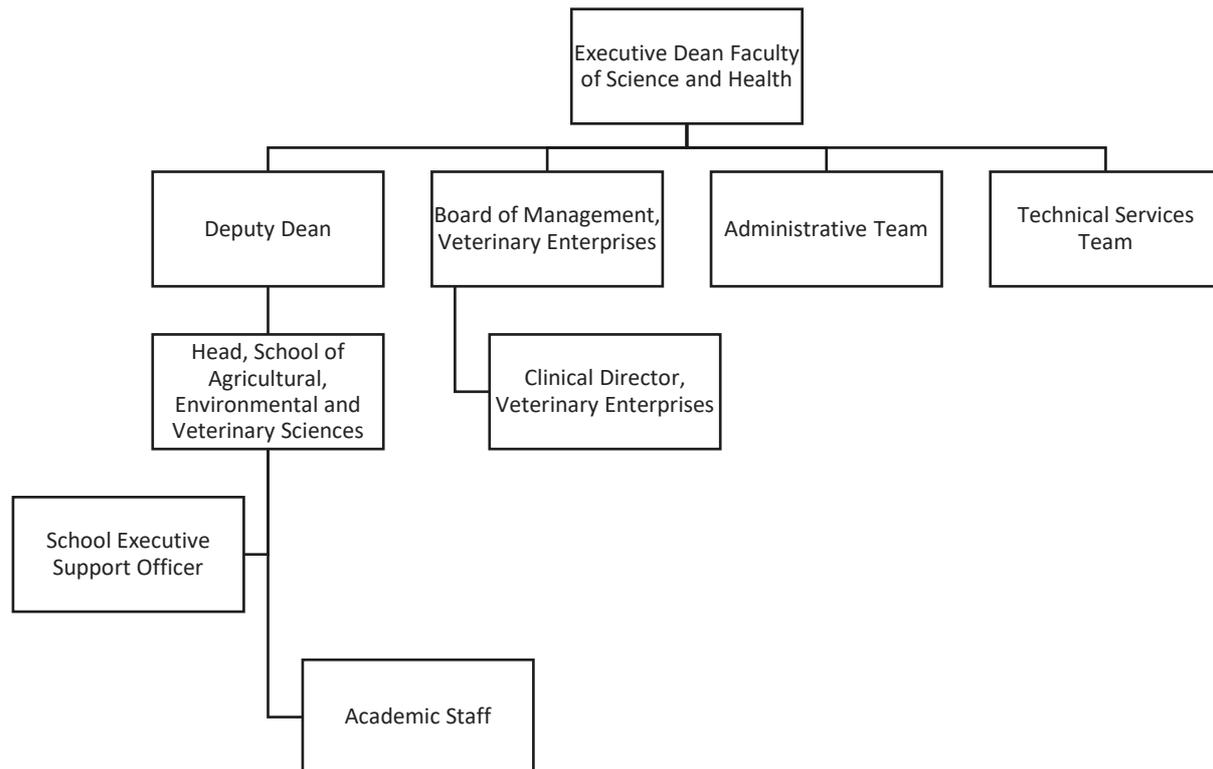
[The Faculty of Science and Health](#) has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce job-ready graduates for a diverse range of professions. As a leader in strategic and applied research, 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 a wide range of undergraduate and postgraduate courses, including Environmental, Agriculture, Agribusiness, Animal Science, Veterinary Technology and Veterinary Science. The School has substantial infrastructure of a high standard for training veterinary undergraduates, including a Veterinary Clinical Centre and Equine Centre and a Veterinary Diagnostic Laboratory as well as modern laboratories and animal facilities. The School has a rapidly growing research profile, including significant numbers of undergraduate honours and higher research degree students. Relevant research strengths are in epidemiology, toxicology, welfare, wildlife disease, animal models of human conditions, clinical science and animal production.

Our veterinary graduates have a strong commitment to animal and public health, regional and rural communities, animal industries and animal production, welfare and research (see <http://www.csu.edu.au/vet>).



## Organisational chart



## Reporting relationship

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

**This position supervises:** Nil

## Key working relationships

- Associate Head of School - Learning and Teaching
- Associate Head of School - Research
- Associate Head of School - Animal and Agriculture Science
- Veterinary Science Production Animal Lead
- Head Of School



## Position overview

This unique position will combine a Lectureship in Dairy Medicine with opportunity to provide clinical veterinary services to a leading dairy organisation (Australian Fresh Milk Holdings, AFMH), as well as offering the opportunity to complete a Masters of Veterinary Studies. Teaching will primarily be in the veterinary undergraduate program with an expectation to teach clinical practical classes involving cattle, and Problem Based Learning (PBL) modules and case studies, involving production animal cases.

## Principal responsibilities

- Apply Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver high quality student-centred learning opportunities in the Livestock Health and Production disciplines, especially Dairy Cattle, to meet the teaching needs of the University. Achieve excellence in teaching via a range of delivery modes, which may include face to face didactic and/or clinical activities, problem-based learning and online teaching and assessment.
- Contribute to the coordination and/or delivery of on-farm visits incorporating clinical teaching on dairy cattle and/or beef cattle farms as required.
- Deliver practical class teaching in relation to cattle and sheep, including clinical examination, sample collection, handling, reproductive techniques, surgical procedures, post mortem examinations and disease investigations.
- Provide veterinary clinical services to AFMH as required.
- Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and the execution of a research plan that aligns with Charles Sturt University's Research Narrative and objectives, including pursuing funding opportunities and maintaining up-to-date research records within Charles Sturt University's research database.
- Contribute to the co-supervision of Honours students in livestock health and production.
- Maintain a sound and 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.



## Role-specific capabilities

This section comprises 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>Apply expertise and technology</b>	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
<b>Learn and research</b>	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning

## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as on farms.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)
- Physically able to perform required duties of this position, including handling large animals and undertaking veterinary procedures for livestock.



## Selection criteria

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

### Essential

- A. Current registration or eligibility for registration with the Veterinary Practitioners Board of NSW as a practicing veterinarian.
- B. At least 12 months experience in veterinary cattle practice, with a demonstrated interest in dairy cattle.
- C. Demonstrate knowledge and appropriate skills in clinical bovine veterinary procedures, and a capacity and willingness to teach into clinical practical and PBL sessions relating to cattle.
- D. Demonstrated knowledge, experience and understanding of the livestock health and production discipline, including individual animal treatment and herd health management, and a comprehensive understanding of the trends and issues associated with veterinary medicine in the livestock industries, gained through industry experience and/or scholarly activities or similar.
- E. A record of achievement relevant to livestock health and production in clinical practice, the scholarship of teaching and/or research.
- F. Demonstrated ability to work independently, collaboratively and inclusively, including ability to build strong, outcome focussed partnerships, networks and relationships with livestock and related industries.



● - Capital city ● - Campus location

