



## POSITION DESCRIPTION

**Veterinary Biosciences, Melbourne Veterinary School**  
Faculty of Veterinary and Agricultural Sciences

# Lecturer/Senior Lecturer (Veterinary Pathology)

<b>POSITION NO</b>	0043576
<b>CLASSIFICATION</b>	Level B – Lecturer Level C – Senior Lecturer
<b>SALARY</b>	Level B: \$107,547 - \$127,707 p.a. Level C: \$131,739 - \$151,900 p.a. <i>Level of appointment will be determined by the selection panel against the level of academic achievement of the applicant</i>
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>WORKING HOURS</b>	Full-time (1.00 FTE)
<b>BASIS OF EMPLOYMENT</b>	Continuing
<b>OTHER BENEFITS</b>	<a href="https://about.unimelb.edu.au/careers/staff-benefits">https://about.unimelb.edu.au/careers/staff-benefits</a>
<b>HOW TO APPLY</b>	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Professor Amir Hadjinoormohammadi Tel +61 3 8344 7342 Email <a href="mailto:amirh@unimelb.edu.au">amirh@unimelb.edu.au</a>  <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](http://about.unimelb.edu.au/careers)

## ***Position Summary***

The Lecturer/Senior Lecturer (Veterinary Pathology) will provide leadership and foster excellence in teaching and research at the University of Melbourne's Faculty of Veterinary and Agricultural Sciences, Melbourne Veterinary School. This position will actively mentor and deliver teaching to students, including but not limited to developing and delivering lectures, developing teaching materials, conducting workshops and classes throughout the Doctor of Veterinary Medicine program in the veterinary pathology discipline. The position will have a particular focus on the diagnosis of animal diseases and causes of mortality through performing necropsies, microscopic examinations of tissues, and laboratory testing.

The position will contribute to the diagnostic service in veterinary anatomic pathology, performing post-mortem examinations of a range of domestic, wild and exotic animal species, as well as histological examination of post-mortem and biopsy specimens submitted by U-Vet Werribee Animal Hospital (U-Vet) clinicians and by external clients, with timely reporting of findings.

The position will actively participate in leadership and service both within and outside the University and broader community and be an effective member of committees at the Department, School, Faculty and, if appropriate, University levels. The position will also play an important role in developing teaching and research within the Melbourne Veterinary School, assisting with the contribution to strategic and operational plans. Subject to the level of appointment, the position will provide a significant degree of leadership in the veterinary pathology discipline and will undertake and participate in research in the veterinary pathology field, including with established collaborators of the University of Melbourne.

Commensurate with the level of appointment, the Lecturer or Senior Lecturer will have capability to make independent contribution to research or scholarly activities or have a record of significant contribution to research and have attained significant recognition within the discipline. The position requires experience in leading, managing and developing a team as well as demonstrated capacity to collaborate effectively and build successful teams by fostering academic excellence in others. The Lecturer/Senior Lecturer (Veterinary Pathology) will have a successful record of mentoring and supervising students undertaking research and coursework degrees to completion.

Commensurate with the academic career stage, the Lecturer/Senior Lecturer will have achieved significant performance as a scholar of national standing through original, innovative contributions recognised as being influential in expanding the knowledge of the discipline.

As with all University staff, effective promotion of positive engagement in learning and career development of self and others, and actively promoting equity, diversity and cultural awareness consistent with University values is an expectation of this position.

The position will be primarily located at the Werribee campus of the University of Melbourne but will be expected to teach and to attend meetings, seminars and conferences at the other campuses or facilities from time to time.

### ***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 are the MSALs for Levels B and C academic staff. The Key Responsibilities, outlined in these sections, are to be read in conjunction with this MSAL.

### Level B – Lecturer or 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 staff, 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 and/or engage in professional activities appropriate to his or her profession or discipline. They will undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the institution.

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, independent and innovative contributions to teaching and learning at all levels in a variety of settings including but not limited to conducting tutorials, lectures, practical demonstrations and laboratory-based workshops which may extend to individual consultation which enhances student learning and experience.
- ▶ Provide instructions to veterinary students and trainee pathologists conducting necropsy examinations of animals.

- ▶ Participate in histopathology slide seminars and gross pathology rounds and other professional education activities as required.
- ▶ Maintain currency and high level of professional expertise with the latest ideas in the discipline to enable teaching in the discipline and keep up to date with contemporary literature.
- ▶ Submit and assist in securing of 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 and research related to teaching and learning outcomes.
- ▶ Design and mark appropriate assessment tasks, undertake subject coordination and administrative functions including managing the Learning Management System (LMS) website for associated teaching activities.
- ▶ Ensure consistent strong teaching evaluations and other evidence of positive student feedback and peer review.
- ▶ Participate in continuing education events including seminars and conferences as appropriate.
- ▶ Develop a strong teaching program and assist in the development and implementation of education models that can be applied 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:

- ▶ Undertake independent and innovative research and deliver against research objectives to meet project milestones and reporting schedule, as well as fully immerse in the research culture of the Faculty.
- ▶ Maintain a sustained level of publications in peer-reviewed journals acknowledged as influential in expanding the knowledge of the discipline at a national level appropriate to the level of appointment.
- ▶ As appropriate to the level of appointment, prepare research proposals and funding applications to external bodies as appropriate and disseminate research findings through seminars, conference presentations, and a sustained publication record in peer-reviewed journals.
- ▶ Build and sustain strong research activities in the discipline with a focus on interdisciplinary activities where appropriate at a national level.
- ▶ Contribute to and/or successfully obtain research funding from competitive grant and external bodies including industry and government, both nationally and internationally.
- ▶ Promote collaborations across institutions, internationally and nationally to further research in related disciplines and develop strategic partnerships with industry organisations.
- ▶ Lead and foster research activities of and provide mentoring and supervision to staff as well as honours, postgraduate coursework and research higher degree students and ensure completions in a timely manner.
- ▶ Attend and participate in Research Showcase events, including Discovery Day, and give internal and external oral seminars/lectures on the project topic areas.
- ▶ Provide leadership in developing research initiatives within the Faculty.

### 1.3 LEADERSHIP AND SERVICE

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

- ▶ Provide leadership in the discipline and actively contribute to the leadership and the delivery of teaching, research and diagnostic veterinary anatomic pathology service provided by the Faculty.
- ▶ Contribute to the veterinary profession and the discipline of veterinary pathology by active membership of relevant professional organisations.
- ▶ 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.
- ▶ 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.
- ▶ Proactively build and develop partnerships and collaborative opportunities with industry, government, commercial sectors and other stakeholders nationally.
- ▶ 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, service on committees and actively contribute to events such as Open Day, Discovery Day and other activities at the Department and Faculty levels and promote the Faculty.
- ▶ Promote student wellbeing and ensure all students are aware of all University support services, working in collaboration or seeking advice from more senior staff.
- ▶ Assist development and implementation of education and/or research models that can be applied across a broad range of government and/or industry settings.
- ▶ Expand the knowledge of the discipline which impacts the field.

### 1.4 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

- ▶ An awarded tertiary veterinary degree registrable in the State of Victoria.
- ▶ A minimum of three years training in anatomic pathology, or membership of the Australian and New Zealand College of Veterinary Scientists in a relevant chapter.
- ▶ Significant experience in the diagnosis of diseases of domestic animals.
- ▶ Demonstrated experience in undertaking independent teaching in a variety of settings to undergraduate and postgraduate students within the discipline.
- ▶ Demonstrated active participation in gaining funds to further develop teaching and learning.
- ▶ Proven ability to provide guidance and supervision to staff and students in a timely and appropriate manner.
- ▶ Proven ability and experience in delivery of high quality teaching programs.
- ▶ Demonstrated ability to undertake original and independent research within the discipline as evidenced by publication in peer reviewed journals, book chapters, conference papers and/or presentations.
- ▶ Demonstrated high level organisational skills and record keeping capabilities as well 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 appropriate for scientific audiences 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.

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

- ▶ An awarded PhD or equivalent research higher degree in veterinary anatomic pathology or associated discipline.
- ▶ A specialist qualification in veterinary anatomic pathology such as FANZCVSc, ACVP or ECVP board certification.
- ▶ Proven ability and experience in curriculum design and development
- ▶ Significant experience in undertaking independent teaching in a variety of settings, to undergraduate and postgraduate students within the discipline.
- ▶ Recognition as being influential in a relevant discipline, evidenced by a strong record of original and innovative research contributions in peer reviewed journals and/or book chapters.
- ▶ A successful record and/or ability to secure significant competitive research grants and/or industry funding and directing research programs.
- ▶ Commitment to excellence, and demonstrated capacity in leadership and innovation, in undergraduate and postgraduate teaching in the discipline.
- ▶ Demonstrated evidence of the ability to provide significant degree of leadership in scholarly and/or teaching as well as effectively supervising and mentoring staff and students.
- ▶ An excellent record in attracting and providing supervision to completion of graduate research students.

## 2.2 DESIRABLE

- ▶ Demonstrated evidence of the ability to engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- ▶ Track record of research collaboration with government, industry and/or private organisations and provision of leadership in research project development, implementation and output.

## 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.
- ▶ The position will require physical activity including manual handling.
- ▶ The position requires current vaccination status for Tetanus, Hepatitis A and B and Q Fever.
- ▶ The role will be expected to adhere to Melbourne Veterinary School's infection control guidelines.
- ▶ 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 Advancing Melbourne strategy that addresses 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 Advancing Melbourne.

## 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 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>