



POSITION DESCRIPTION

School of Agriculture and Food
Faculty of Veterinary and Agricultural Sciences

Professor of Animal Genetics

POSITION NO	0057302
CLASSIFICATION	Level E, Professor
SALARY	\$209,428 per annum
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full time
BASIS OF EMPLOYMENT	Continuing
OTHER BENEFITS	https://about.unimelb.edu.au/careers/staff-benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Giovanni M. Turchini, Head of School T: +61 8344 3571 M: +61 417 543 624 E: giovanni.turchini@unimelb.edu.au

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of country throughout Australia. The University recognises the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of country and their continued connection to the land, waterways, songlines and culture. The University respects all Aboriginal and Torres Strait Islander People and warmly embrace those students, staff, Elders and collaborators who identify as First Nations.

Position Summary

The Professor and Chair of Animal Genetics will provide leadership and foster excellence in teaching and research in animal genetics, genomics, quantitative genetics and breeding with a strong focus on livestock and the primary sector. The position will play an important role in the academic leadership of the undergraduate and postgraduate courses and subject streams, particularly within the Bachelor of Agriculture and Master of Agriculture Science degrees.

The Professor will take a leading role in the establishment of a research program in their discipline which enhances the interdisciplinary research within the School and complement the established research strengths in animal science, animal biotechnology, sustainable animal production, agricultural systems and economics, food science and nutrition.

This position will establish, foster and strengthen relationships with industry and external research partners and actively engage with local communities including professional bodies, government as well as primary industries to promote uptake of modern innovations and technologies for enhancing agricultural productivity.

The Professor will represent the School at Faculty and University levels as well as externally representing the University of Melbourne and as such they will demonstrate personal leadership as well as positively support senior leadership positions across the University, Faculty, and School. They will show a cohesive and positive approach with both internal and external parties and will be responsible for the dissemination of information from the University, Faculty and School to their staff, as applicable.

As a Professor at the University of Melbourne, the incumbent will have attained the recognition as an eminent authority in the discipline and will have achieved distinction internationally through original, innovative and distinguished contributions demonstrated by a sustained and distinguished performance. The Professor will continue to provide leadership in their field of research.

This position can be based at either the University of Melbourne's Parkville Campus or the Dookie Campus and will be required to travel to other campuses and sites, as part of the role's teaching, research and engagement activities.

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 is the MSAL for Level E academic staff. The Key Responsibilities, outlined in this section, are to be read in conjunction with this MSAL.

Please also refer to Appendix 1 – *Leadership Roles of Melbourne Professors*

MSAL - Occupational Equivalent: Professor, Professorial Fellow

A level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

A level E academic will have attained recognition as an eminent authority in their discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A level E academic will make original, innovative and distinguished contributions to scholarship, research and/or teaching in their discipline and may undertake research. They will make a commensurate contribution to the work of the institution.

The research work of a level E academic will typically have achieved international recognition through original, innovative and distinguished contributions to their field of research, which is demonstrated by sustained and distinguished performance. At level E an academic will provide leadership in their field of research, within their institution, discipline and/or profession and within the scholarly and/or general community. They will foster excellence in research, research policy and research training.

1.1 TEACHING AND LEARNING

- Provide leadership and foster excellence in teaching and learning and make independent and innovation contributions to the discipline at all levels including the coordination, preparation and delivery of lectures and practical classes.
- Lead the development of innovative new programs in the discipline to provide cohesive courses for undergraduate and postgraduate students at the highest level.
- Maintain a distinguished track record of original, innovative and independent contributions to teaching and learning.
- Mentor, lead and consult with students; supervise undergraduate, graduate or postgraduate students engaged in coursework or smaller research projects.
- Take a leading role in the continued improvement of teaching quality.

1.2 RESEARCH AND RESEARCH TRAINING

- Provide leadership and foster excellence in research and research training across the University and within the community, professional, commercial or industrial sectors.
- Undertake research and maintain a distinguished track record of original, innovative and independent outputs ensuring a sustained level of published papers in top tiered refereed journals, books and articles recognised as outstanding in the discipline at the international level.
- Lead and drive a relevant research program for in the discipline and attract high calibre students,
- Successfully obtain significant research funding from competitive grant and external bodies, i.e. industry and government
- Attract and supervise to completion high calibre Research Higher Degree students and provide academic mentoring to students.
- Lead and mentor research staff encouraging their research publication outputs in top tiered refereed journals, books and reports and refereed conference proceedings

- Promote collaborations across institutions, internationally and nationally to further research in the discipline.
- Develop and implement education and research models that can be applied across a broad range of government and industry settings.
- Provide leadership in developing research initiatives within the School and Faculty.

1.3 LEADERSHIP AND SERVICE

- 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 and ensure this is reflected with your research team.
- Participate and lead in activities that strengthen the links between the University and the community which help in the dissemination and utilisation of knowledge.
- Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.
- Ensure all requirements are met for the Performance Development Framework for staff supervised by this position as well as self.
- Foster close working relationships with colleagues both within the School, Faculty and wider University.
- Undertake appropriate leadership roles within the School, Faculty and/or University, if available.
- Foster a harmonious workplace environment that is conducive to productivity; promotes creativity; and rewards and recognises individuals and group achievement.
- Champion ethical debate, research, education and industry engagement in the discipline.
- Develop strong collaborative interactions and synergies with other departments and faculties of the University, undertaking research of relevance to precision agriculture applications, and promote collaborations across institutions, nationally and internationally to further the research in precision agriculture related areas.
- Attend and participate in School, Faculty and University events or activities such as research showcases, University Open day and other events that promote the University.
- Expand the knowledge of the Animal Genetics within the discipline.

1.4 PEOPLE MANAGEMENT

- Manage staff issues in a timely and fair manner within University of Melbourne Guidelines.
- Create an environment where staff can accelerate personal growth and work towards achievement of career goals including promotion.
- Model the behaviour expected of leadership in the University.
- Support the University's Equity and Diversity Strategy.

1.5 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

- A PhD or equivalent awarded in a discipline relevant to animal genetics
- Attained international recognition as an eminent authority in the discipline of animal genetics, genomics, quantitative genetics and livestock breeding evidenced by a sustained and distinguished record of publications in peer reviewed journals, articles, conference proceedings and other outputs.
- Demonstrated record of attracting and sustaining significant funding and the ability to make independent contribution through professional practice and expertise by leading, coordinating, managing activities of staff and research teams.
- Evidence of the drive, energy and vision to build and lead a world-class research program in the discipline.
- Demonstrated evidence of leadership and service and contribution in a University environment.
- Demonstrated evidence of academic leadership and management of staff with a track record of building strong and sustainable teams, embedding change and driving performance resulting in an environment where staff have accelerated to achieve their career goals, including promotion.
- Proven success in working collaboratively and an ability to engage and build highly productive relationships with executives, staff and diverse stakeholders, both internal and external to the University and the ability to develop these networks at national and international levels;
- Evidence of the ability to lead change, with outstanding interpersonal skills and demonstrated capacity to motivate, persuade and negotiate.
- Proven evidence of the ability to manage and mentor staff, championing change, and creating an environment of personal growth and mutual respect.

2.2 DESIRABLE

- Extensive knowledge of the Australian research and innovation environment.
- Demonstrated ability to work with farmers, landholders, and rural communities.

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.
- 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>