

Job Description: Senior Lecturer/Associate Professor in Equine Surgery

Position Purpose:	The appointee will be directly involved with all matters relating to teaching and administration of equine surgery-related subjects, and with scholarship, clinical service and School and University administration.	
Department:	School of Veterinary Science	
Location:	Palmerston North	
Reports to:	The appointee will be accountable to the Head of School through their VTH Group Leader and through the VTH Director.	
Responsible for:	Nil	
Delegations:	Nil	
Job Title:	Senior Lecturer/Associate Professor in Equine Surgery	
Key relationships:	Internal Practice Manager VTH clinicians VTH Professional Staff VTH Director SoVS Executive Head of School	External Client practices and veterinarians Professional bodies
Massey University:	We are a world-leading university in many academic disciplines and fields of research. Our point of difference is research that is connected to community and industry. Our researchers are developing expertise and skills to advance human knowledge and understanding. Working together across disciplines and locations, we solve national and global problems through fundamental, applied and interdisciplinary research, while culturally and artistically enriching our world. We are deeply committed to being a Te Tiriti-led university, demonstrating authentic leadership in contemporary Aotearoa New Zealand as we uphold Te Tiriti o Waitangi, the founding document of our nation, and its principles through our practice. We embrace this not just as an obligation but as a real opportunity for the nation and its people. Our educators are preparing a new generation of global leaders. Our students are diverse and are attracted to Massey because they want to achieve their personal goals or make their mark in the world. They experience world-class learning that recognises their intellectual and cultural strengths, expands their horizons and prepares them to	

contribute to a rapidly transforming world with skills, critical and creative thinking and leadership.

We will be renowned for our passion and caring attitude. All Massey campuses will be innovation ecosystems, acting as magnets for smart enterprises. Wherever we are, we will operate in partnerships founded on respect, trust and mutual benefit. Massey is not only defined by what we do, but by how we do it.

About this area

The School of Veterinary Science advances knowledge in animal and human wellbeing, and environmental sustainability, through veterinary education and research for Aotearoa New Zealand and the world. We are a world-leader in our field, working with governments, other universities, international and national organisations and companies to improve animal health and production, and human health. We have over 1000 students, 250 staff and 170 research programmes.

Massey core capabilities

At Massey we are Tiriti-led, upholding Te Tiriti o Waitangi principles through our practice, we:

- Demonstrate awareness of Te Tiriti o Waitangi and its contribution to Aotearoa New Zealand society.
- Understand the relevance of Te Tiriti o Waitangi in relation to the work of the University and the people we serve.
- Embracing Te Reo in relevant and practical ways in our workplace interactions and engagement with external stakeholders, giving expression to Tikanga Māori and protocols that demonstrates that we respect and value Māori conventions in appropriate settings.

At Massey we work together with mutual respect and caring. we:

- Act with integrity and trustworthiness and give credit to others for the work they do.
- Work cooperatively and inter-dependently to foster and promote the One University approach.
- Share knowledge and communicate professionally with courtesy and mutual respect.
- Are ethical in all transactions, working within the parameters of our policies and procedures.
- Are direct, truthful and maintain confidentiality.
- Seek to understand and appreciate our differences.
- Keep ourselves and others safe; work together to embrace with the University's health, safety and wellbeing policies, procedures and programmes; display commitment by actively supporting all safety and wellbeing initiatives: and by actively engaging in health and safety improvement opportunities.

At Massey we are future-focused, results- oriented and strive for excellence. we:

- Take ownership and responsibility for delivering results to support achievement of University objectives.
 - Provide the best quality services to our customers (internal and external) ensuring our students/ stakeholders are at the heart of everything we do.
 - Deliver or support world-class research, teaching and learning and citizenship.
 - Take personal responsibility for our performance, take pride in doing our job well, and commit to ongoing personal and professional development.
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- Are motivated and create a positive working environment where our values are reinforced.
- Anticipate and respond with agility and resilience to the changing needs of the University and the communities we serve.
- Seek ways to improve our services to deliver in an efficient and effective way.
- Embrace technology and apply this innovatively to better meet the needs of those we serve.
- Challenge ourselves to reach our potential and help bring out the best in others.
- Understand how what we do contributes to the objectives of the University.

Accountabilities

Clinic

- Providing client-focused clinical service in Equine Surgery and related fields on behalf of the Veterinary Teaching Hospital. Helping to develop the quality and scope of the service. Supporting the veterinary profession and the public by providing consultations in Equine Surgery.
- Your clinical teaching and service duties will make up the majority of your role.
- Participating in the after-hours roster on a shared basis with other clinicians in the team.
- Working collaboratively with the VTH Director, Practice Manager and appropriate clinical teams to deliver a high quality clinical service.

Teaching

- Preparing and presenting lectures, laboratory sessions, seminars, tutorials and clinical instruction for veterinary students, postgraduate students, interns and residents, including through electronic and on-line technologies.
- Supervising residents and interns (when required) Coordinate and administer the teaching delivery and assessment of all papers
- Ensure that all teaching is research-informed and relevant, and that course materials are regularly updated. Arrange for regular student evaluations of teaching for all papers/courses for which paper-coordination responsibilities have been assigned.
- Be accessible to students by providing consultation time on course-related matters.
- Undertake teaching on each of Massey University's campuses as required and through distance education.

Leadership

- Assist in mentoring and the career development of more junior academic staff.
 - Foster high performance research teams and research collaborations.
 - Foster a culture of academic enterprise and entrepreneurship which translates into new and enhanced revenue opportunities.
 - Build and maintain substantial external academic and professional networks.
 - Support curriculum design and guide high quality and relevant learning outcomes
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Research and Scholarship

- Contributing actively to the advanced academic functions of the School. Engaging in and supporting research and other scholarly activity relevant to your role and specialty. The level of research accountability and outputs will depend on scholarly background.
- Maintain an active programme of outstanding scholarly research in your area of expertise.
- Participate in and/or lead team-based research.
- Publish books and papers and/or other scholarly works in academic journals and other publications.
- Review research papers and other scholarly publications
- Participate in and present research at academic conferences.
- Contribute to School/Institute/University seminars and workshops.
- Seek and secure funding for research and consultancy projects from appropriate government bodies, industry and business sources.

Service

(a) Service to the Community

- Participate in community service activities that further advance the profession or field and which are consistent with the University's charter and strategic goals.
- Assist the School to develop and strengthen relationships with professional and stakeholder communities as appropriate.
- Contribute to the broader community and society through the University's obligations under the Education Act to fulfil "the role as critic and conscience of society".
- Assist the School/Institute/University to develop an environment which gives effect to the principles of the Treaty of Waitangi.

(b) University Responsibilities

- Serve and/or take leadership roles on University and/or School/Institute committees.
 - Observe University policy and codes of practice in all teaching, research, community service and administrative practices
 - Contribute to the development of a School/Institute environment that values teamwork, cooperation and collegiality
 - Contribute to the administration of the School/Institute.
 - Take responsibility for professional self-improvement and development.
 - Undertake other duties as may be assigned.
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Qualifications and Experience

Qualifications:

- A veterinary degree which can be immediately registered with the Veterinary Council of New Zealand is essential. Either a specialist qualification in Equine Surgery or eligibility to sit an examination in the aforementioned, is desirable.
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	- Evidence of existing research activity is essential for those appointed as Associate Professor or above. Advanced degrees (e.g. Masterate or PhD) are desirable for Senior Lecturer appointments and above. - Demonstrated teaching and research experience in a university or other tertiary teaching environment. - Experienced in the use of electronic and on-line technologies in blended and distance teaching delivery. - International recognised leader in research and publication in equine.
Experience:	- Equine surgical clinical experience is expected, and teaching experience is desirable. - Scholarly experience is expected for Senior Lecturer appointments and above.

Capabilities - *Behaviour*

Name Capability – Effective Communication Essential	- Presents an outstanding professional image of themselves and Massey University. - Is able to convey complex information clearly and concisely. - Is able to adjust communication style according to purpose and audience. - Is able to give constructive feedback and acts on feedback from others. - The candidate must possess excellent communication skills, and be willing and able to foster high class working relationships without students, interns, staff, clients and referring veterinarians
Customer Focus Essential	- Understand and focuses on client needs. - Is able to build relationships with key clients. - Acts with honesty and integrity and trust
Working with others Essential	- Understands and focuses on client needs. - Is able to build relationships with key clients. - Acts with honesty and integrity and trust. - Has excellent time management skills. - Is able to organise and lead staff and students when on-farm or in teaching situations. - Responds flexibly to changing priorities and objectives. - Is self-aware, gives consideration for others needs and values diversity.
Learning and Development Essential	- Leads on ensuring best practice, is open and flexible to adopting new ideas. - Engages in latest teaching innovations. - Actively manages own CPD and contributes to CPD of colleagues
Optimising Results	- Is able to prioritise and delivers quickly and effectively. - Is able to influence others. - Recognises risks and opportunities and is able to suggest solutions. - Can work under pressure and works proactively to deal with changing priorities.
Other	- The usual hours of the Hospital are 8:00 am to 6:00 pm. While on clinical rotations, the candidate must be available during this time and be flexible outside these hours, depending on workload. - The candidate must be willing to be on-call for the equine service.

Pre-employment checks

Essential

- Proof of attainment of veterinary qualification
 - Either proof of attainment of specialist level qualification or proof of completion of a residency and eligibility to sit a specialist qualification
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