



Lecturer/Senior Lecturer in Animal Behaviour and Welfare Level B/C

Position Statement

Faculty:	Faculty of Science, Agriculture, Business and Law	Position Number:	0000013662
School:	School of Environmental and Rural Science	Classification Level:	Level B/C
Reports to:	0000014058	Location:	Armidale
Number of direct reports:	Nil		

University of New England

The University of New England (UNE), Armidale is a regionally based, globally networked university that is renowned for the quality of its student experience and the excellence of its research specialisations. UNE pioneered teaching to external students making it the most experienced provider of distance and innovative online education. Currently there are over 26,000 students (84% of whom are distance/online students) and approximately 1,200 academic and general staff. The UNE decadal strategic plan 2021-2030, Future Fit, has been developed to guide the University to deliver on its enduring vision to support the aspirations of individuals in communities, and communities within regions, in a digital age.

- [Future Fit 2021-2030](#)

The Faculty

The Faculty of Science, Agriculture, Business and Law (SABL) is an innovative collaboration of scientists, researchers, and academics designed to deliver outstanding education and practical learning. The Faculty consists of over 700 staff and postgraduate students with international reach and active industry collaborations with partners across Asia, the Indo-Pacific and Africa. Teaching and learning in Agriculture, Environmental Science, Biomedical Science, Science and Technology, Economics, Business and Law enable unique opportunities to build both deep domain-specific and broad trans-disciplinary knowledge; consolidate real-world experience with higher-education skills, and extend undergraduate expertise with globally recognised discipline mastery that accelerates careers and demonstrates value in an ever-changing world. The Faculty's vision, mission and aspirations are outlined in the Faculty of Science, Agriculture, Business and Law Strategic Plan 2019-2025.

The School

The School of Environmental and Rural Science (ERS) is a research-intensive School that attracts external competitive funding to support research at the leading edge of agricultural, ecological and biological research, nationally and internationally. The School spans seven disciplines: Agronomy and Soil Science, Animal Science, Zoology, Botany, Earth Sciences and Ecosystem Management.

Diversity statement

The University of New England supports a diverse community and welcomes flexible working arrangements. UNE strives to be an equal opportunities employer, and supports a diverse and equitable workplace through a range of policies and support mechanisms. These include but are not limited to support for Indigenous people, LGBTQIA+ identifying people, people with disabilities,

people of diverse genders, and people from multicultural backgrounds. If you would like to talk to a representative about support for a diverse group at UNE, please ask your recruiting manager. An active Ally Network supports equity in the LGBTQIA+ community. Yarm Gwanga Childcare and SportUNE are located on campus for easy access. Parent and infant care rooms are also available for use in the School of Environmental and Rural Science.

The Role

This position will be responsible for undergraduate teaching and curriculum development in animal science disciplines including animal behaviour, welfare and applied animal physiology (farm and companion animals and natural populations) and some of the underlying basic sciences. Furthermore, the candidate will be expected to provide postgraduate research supervision, propose and become involved in research projects and develop a strong research profile with the opportunity to dramatically expand UNE's profile in these areas. You will develop course material and training partnerships.

You are expected to grow research activity by developing a strong research program and contributing to multi-disciplinary research groups within this area. You are also expected to develop strong linkage of UNE into industry and multi-institute research in your discipline, as well as contributing to multi-disciplinary research teams. The animal science group is a research-intensive group at UNE and internationally well regarded. The appointee would have an excellent opportunity to grow under the mentorship of the current group, with opportunities to co-teach in other areas relevant to your research interests and contribute to curriculum development in agriculture and animal science. Research supervision, community engagement and acquiring externally funded research projects are expected activities of the position. Your specific responsibilities are outlined below.

LEVEL B (Lecturer)

A Level B academic is expected to make strong contributions to the teaching effort of the Discipline, School, Faculty or other organisational unit or an interdisciplinary area. An academic at this level is also expected to make a strong contribution to the university through scholarship, research and/or professional activities.

Specific Duties

- Conduct of tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and studio sessions.
- Initiation and development of unit material.
- Acting as unit co-ordinators
- Preparation and delivery of lectures and seminars.
- Supervision of the programme of study of honours students or of postgraduate students engaged in course work.
- Supervision of major honours or postgraduate research projects.
- The conduct of research.
- Involvement in professional activity.
- Development of course material with appropriate advice from and support of more senior staff.
- Marking and assessment.
- Consultation with students.
- A range of administrative functions the majority of which are connected with the units which the academic teaches.
- Attendance at departmental and/or Faculty meetings and/or membership of a number of committees.

Skill Base

A Level B academic will have qualifications and/or experience recognised by the institution as appropriate for the relevant discipline area. In many cases a position at this level will require a doctoral or master's qualification or equivalent accreditation and standing. In determining experience relative to qualifications, regard is had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement.

LEVEL C (Senior Lecturer)

A Level C academic is expected to make significant contributions to the teaching effort of the Discipline, School, Faculty or other organisational unit or an interdisciplinary area. An academic at this level is also expected to play a major role in scholarship, research and/or professional activities.

Specific Duties

Specific duties required of a Level C academic may include:

- Conduct of tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and studio sessions.
- Initiation and development of course material.
- Course co-ordination.
- Preparation and delivery of lectures and seminars
- Supervision of major honours or postgraduate research projects.
- Supervision of the programme of study of honours students and of postgraduate students engaged in course work.
- The conduct of research.
- Significant role in research projects including, where appropriate, leadership of a research team.
- Involvement in professional activity
- Consultation with students.
- Broad administrative functions.
- Marking and assessment.
- Attendance at departmental and/or Faculty meetings and a major role in planning or committee work.

Skill Base

A Level C academic will normally have advanced qualifications and/or recognised significant experience in the relevant discipline area. A position at this level will normally require a doctoral qualification or equivalent accreditation and standing. In determining experience relative to qualifications, regard will be had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement. In addition, a position at this level will normally require a record of demonstrable scholarly and professional achievement in the relevant discipline area.

How you will be assessed for the role

The UNE Core Capability Framework describes six core capabilities for all staff at UNE. Your merit will be assessed based on the demonstration of all or most of the following UNE core capabilities as they relate to the role:

- Shapes and Supports Strategy
- Leads and is Open to Change
- Acts with Courage and Integrity
- Delivers and Achieves Results
- Develops and Maintains Relationships
- Communicates with Influence

You will also need to exhibit the knowledge, educational requirements, skills and attributes required for the position.

Selection Criteria – Level B

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1. PhD or equivalent in Animal Science or a closely related field
 2. Expertise in Animal Welfare and Behaviour, with a good understanding of agricultural production systems, animal health and physiology and relevant postdoctoral experience, and research interests that complement the Animal Science Group.
 3. Ability to teach innovative, research-driven, student-centered and industry relevant learning, both in online and face-to-face settings for undergraduate and postgraduate students.
 4. Demonstrated ability to develop an excellent scholarly research track record with publications in leading peer-reviewed journals.
 5. Demonstrated ability to develop, manage and maintain positive working relationships with internal and external colleagues, research stakeholders and funding bodies, for successful collaborations and to develop new ideas into externally-funded research project
 6. Evidence of ability to communicate research and science effectively to students and research stakeholders.
 7. Demonstrated ability to effectively supervise honours and postgraduate research students.
 8. Demonstrated ability to work independently and collaboratively, including by applying culturally respectful, inclusive, and safe workplace practices, in a diverse and complex academic setting.
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Desirable

9. Familiarity with the Australian agricultural industry and animal production systems
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Selection Criteria – Level C

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1. PhD or equivalent in Animal Science or a closely related field
 2. Extensive experience and expertise in Animal Welfare and Behaviour and understanding of agricultural production systems, animal health and physiology and research interests that complement the Animal Science Group.
 3. Demonstrated track record of development and delivery of innovative, research-driven, student-centered learning and teaching that fosters critical thinking in online and face-to-face settings for undergraduate and postgraduate students
 4. Outstanding research track record, relative to opportunity, including high quality publications and profile.
 5. Demonstrated track record of managing and maintaining positive working relationships with internal and external colleagues, research stakeholders and funding bodies, for successful collaborations and to develop new ideas into externally-funded research projects
 6. A record of effective Higher Degree by Research (HDR) student training and supervision as a principal supervisor.
 7. Evidence of outstanding ability to communicate research and science effectively to students and research stakeholders.
 8. Demonstrated ability to work independently and collaboratively, including leadership of effective teams, including by applying culturally respectful, inclusive, and safe workplace practices, in a diverse and complex academic setting.
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Desirable

9. Familiarity with the Australian agricultural industry and animal production systems
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