



Position Description

Associate Professor in Livestock Health and Production

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level D
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Delegation band	Delegations and Authorisations Policy (see Section 3)
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Special conditions	Possibility of teaching more than 2 sessions per year
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Workplace agreement	Charles Sturt University Enterprise Agreement
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Date last reviewed	8 July 2021
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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:

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



Faculty of Science and Health

School of Agricultural, Environmental and Veterinary Sciences

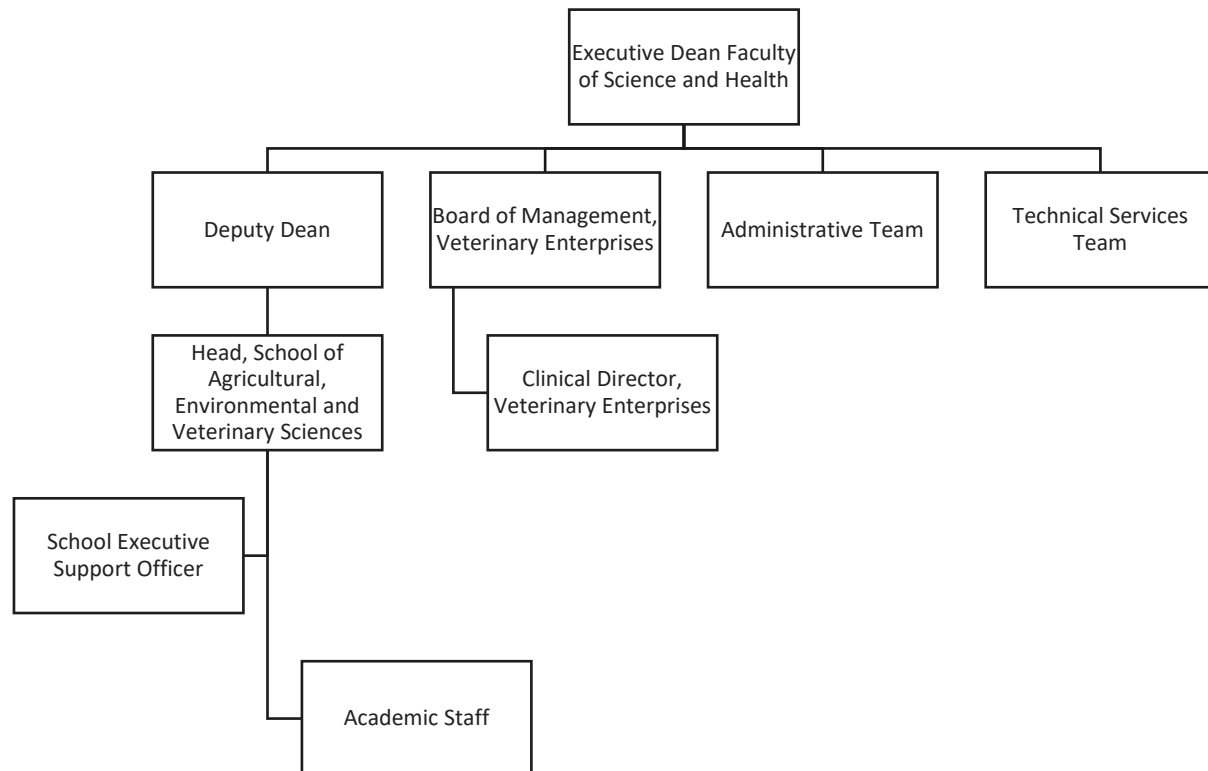
[The Faculty of Science and Health](#) has more than 9000 students and over 500 staff dedicated to advancing scientific knowledge. It delivers flexible and innovative teaching programs designed to produce job-ready graduates for a diverse range of professions. As a leader in strategic and applied research, 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, Veterinary Diagnostic Laboratory, and a Small Animal Clinic 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: Head of School, School of Agricultural, Environmental and 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 - Veterinary Sciences
- Associate Head of School - Animal and Agriculture Science



Position overview

As an academic in Livestock Health and Production you will be expected to contribute to education, research, engagement and administrative tasks for the School and Faculty. You will teach in the veterinary undergraduate program, and other courses delivered by the School, and contribute to the ongoing review and development of the veterinary curriculum. The role includes expectations of research productivity, supervision of research students and a broad engagement with livestock industries, as appropriate for the level of appointment. Specifically there will be an expectation to coordinate and teach clinical practical classes involving cattle and sheep, and Problem Based Learning (PBL) modules involving production animal cases.

As an Associate Professor, you will be expected to actively contribute to leadership in learning and teaching and research.

The provision of clinical services to livestock producers, as a part of a veterinary clinical service, may become part of the position if such services are developed in the future.

Principal responsibilities

- Make an outstanding contribution to the development, implementation and promotion of Charles Sturt University learning and teaching methodologies, processes, technologies and tools to deliver and lead high quality student centred learning opportunities in the Livestock Health and Production disciplines, 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.
- Provide leadership in collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students.
- Coordinate and 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.
- Contribute to the coordination and/or delivery of on-farm visits incorporating clinical teaching on dairy cattle and/or sheep and/or beef cattle farms.
- Lead and make a significant contribution to ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and the leadership and execution of research plans that align 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.
- Provide high quality supervision of Research Higher Degree students in livestock health and production.
- Provide leadership and foster partnerships that bring direct benefit to the strategic work of the University, in terms of teaching, workplace learning, course profile and research, with internal and external stakeholders including community, commercial, government departments, and professional bodies.
- Actively contribute to the leadership, governance, marketing, promotion, and administrative activities to facilitate the work of the School and Faculty including membership of committees and represent the School at Government and Industry levels.
- Expand 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 of capabilities from the [Charles Sturt Capability Framework](#).

Focus on service	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Innovative	With creativity at our core, be open to new ideas and seek to find better ways.
Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Apply expertise and technology	Apply, develop and share specialist and detailed technical expertise, understanding other organisational disciplines.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
Learn and research	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 other campuses.
- 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. A doctoral qualification, relevant to the discipline or equivalent accreditation and/or standing through professional experience.
- C. A significant record of achievement and level of understanding, of national and international standing, relevant to livestock health and production, through outstanding contribution to clinical and/or academic activity and leadership.
- D. A significant knowledge and skill level in clinical bovine and ovine veterinary procedures, and a capacity and willingness to coordinate and deliver clinical practical and PBL sessions relating to cattle and sheep.
- E. Demonstrated ability to provide effective leadership and capacity and capability building in a significant academic setting and/or clinical setting, and to contribute to the leadership and collegial life of the University and profession.
- F. Demonstration of significant research capacity, including leadership and record of attraction of considerable external research funding.
- G. Demonstrated ability to work independently, collaboratively and inclusively, including ability to lead and develop teams and build strong, outcome focussed partnerships, networks and relationships with livestock and related industries.



● - Capital city ● - Campus location

