

Job Description: Senior Lecturer/Associate Professor in Equine Surgery

Position Purpose: To provide high-quality veterinary services to equine patients seen at the Massey University Veterinary Teaching Hospital (VTH).

To enhance the learning and qualification outcomes of Massey University's students and the scholarly outputs and standing of the University by undertaking an effective programme of teaching and clinical work; providing administrative and professional service to the University and the broader academic, professional and general communities.

Department: School of Veterinary Science

Location: Palmerston North

Reports to: The appointee will be accountable to the Head of School through their Equine Group Leader and through the VTH Director.

Responsible for: Nil

Delegations: Nil

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Key relationships:	Internal	External
	Staff in the SoVS	VTH Clients
	Relevant academic leads	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 health and welfare, biosecurity, conservation and sustainable productivity. 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.

The Veterinary Teaching Hospital is the main clinical setting for teaching undergraduate and post graduate veterinarians and veterinary technicians. As part of Massey University, it also supports research, and advancement of clinical practice.

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.
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- 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
 - 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.
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Accountabilities

Clinical

- Participate in the equine surgery service roster, including after-hours services, as determined by staffing and the needs of the service, with the oversight of the service lead and VTH Director. Roster commitments may vary over time, but in general will be evenly shared amongst the clinical team.
- Conduct consultations for equine cases.
- Ensure that, whenever possible, veterinary students accompany you and learn by instruction.
- Provide accurate estimates of costs to VTH clients and obtain written, informed consent for all planned diagnostic and therapeutic work.
- Carry out or oversee all necessary clinical activities related to diagnosis and treatment of each case that you are responsible for.
- Ensure that thorough medical records are completed for all patients to whom you are assigned or managing. Write up suitably detailed discharge instructions and referral communication for every hospitalised patient under your care.
- Actively participate in rounds and seminars, including daily cases rounds and mortality/morbidity rounds, as appropriate.

Teaching

- Under the guidance of the designated academic lead, undertake, as appropriate, the delivery of tutorials, lectures, seminars, practicals,
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laboratories and workshops, and provide support for student projects, assessment and student interaction.

- Deliver teaching via all delivery modes and on each of Massey University's campuses as required.
 - Maintain learning resources such as study guides, online learning environments, and laboratory materials.
 - Comply with relevant teaching and learning policies and procedures (e.g., Teaching & Learning, Academic Integrity, Assessment and Equivalence).
 - Ensure that all teaching, research and other activities that involve the use of animals or their tissues are conducted according to the laws of New Zealand and conform to the requirements of the Massey University Code of Ethical Conduct for the use of Live Animals for Teaching and Research.
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Service

- Contribute to the administrative needs of the University, internally and externally, by participating in School, College and University functions as carried out by Boards, Committees, working parties, groups and offices as may be required or approved from time to time by the Head of School.
 - 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/Institute 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".
 - Support the School to develop an environment which gives practical effect to the obligations of Te Tiriti o Waitangi.
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Supervision

- Contribute to the University degree completions and success by supervising the research activities of undergraduate and postgraduate students, including postgraduate research projects and theses.
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Research and Scholarship

- Undertake an active and appropriate programme of academic research, including participation in team-based research as appropriate, to the level expected by the University's Strategic Research Capability Policy.
 - Publish books and papers and/or other scholarly works in academic journals and other publications - including creative research outputs if in the area of creative or expressive arts.
 - Review research papers and other scholarly publications.
 - Participate in and present research at academic conferences.
 - Contribute to School/Institute/University seminars and workshops
 - Seek research funding where there is an opportunity to do so
 - Submit recent publications data to Research Management Services for entry onto the Research Information Management System (RIMS)
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	Periodically enter updated 'Peer Esteem' and 'Contributions to the Research Environment' information onto RIMS
University Responsibilities	- Act to minimise threats to health and safety and that of staff and students. - Serve 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. - Other reasonable duties as specified by the VTH Director or Head of School.

Qualifications and Experience

Qualifications:	- Veterinary professional degree, e.g., BVSc, DVM, VMD etc. from an AVMA-accredited school or one recognised by the New Zealand Veterinary Council to enable full registration in New Zealand as a veterinarian. - Either a specialist qualification in Equine Surgery or eligibility to sit an examination in the aforementioned, is desirable. Evidence of existing research activity is essential for those appointed as Associate Professor. Advanced degrees (e.g. Masterate or PhD) are desirable for Senior Lecturer appointments and above.
Experience:	Equine surgical clinical experience is expected, and teaching experience is desirable. Scholarly experience is expected for Senior Lecturer appointments and above.
Personal attributes and behaviours:	- The candidate must be passionate about clinical service and teaching. - The candidate should be capable of contributing to clinical research. - The candidate must possess excellent communication skills, and be willing and able to foster high class working relationships with our students, residents, interns, staff and clients. - 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 appropriate clinical service.
Additional Pre-employment Checks:	Proof of attainment of veterinary qualification.

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- Where applicable, 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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Pre-employment checks

Essential

- Requirement to pass a Qualifications Validation Check.
 - Proof of attainment of qualifications. Where applicable, proof of attainment of specialist-level qualification or proof of completion of a residency and eligibility to sit a specialist qualification.
 - Clean and current driver's licence
 - Requirement to pass a Criminal and Traffic Convictions (Security) Check performed by the Ministry of Justice.
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