



Position Description

Lecturer in Theriogenology

School of Agricultural, Environmental and Veterinary Sciences

Faculty of Science and Health

Classification	Level B
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Delegation band	Delegations and Authorisations Policy (see Section 3)
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Special conditions	Current registration or eligibility for registration with the Veterinary Practitioners Board of NSW as a practicing veterinarian.
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Workplace agreement	Charles Sturt University Enterprise Agreement
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Date last reviewed	October 2023
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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 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 are required to contribute to the success of the university strategy including meeting university's eight 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](#) is a dynamic and diverse Faculty with teaching and research expertise. The Faculty unites a broad profile of professional and industry aligned courses and our graduates are highly sought after, making a strong contribution to our regions and globally. With proven capability in the natural, physical, animal and health sciences we are delivering on our vision to enhance the scientific capability of Australia and its regions, responding to the health and well-being of our communities and having a global impact. Our students are taught in excellent facilities which can be accessed across our campus footprint and we have strong on-campus, online learning and work-integrated learning capabilities. As a leader in contemporary strategic and applied research the Faculty of Science and Health prepares future researchers through our higher degree research program and provides scientific solutions to current regional, national and global challenges both independently and in collaboration with our research institutes.

The Faculty is made up of five Schools

- School of Agricultural, Environmental and Veterinary Sciences
- School of Allied Health, Exercise and Sports Sciences.
- School of Dentistry and Medical Sciences
- School of Nursing Paramedicine and Healthcare Sciences
- School of Rural Medicine

We are the home of Three Rivers University Department of Rural Health, the Biosecurity Training Centre and the University Enterprises in Veterinary Practice, Dentistry and Oral Health, the Community Engagement and Wellness Centre, the Charles Sturt Winery as well as having a close relationship with the Charles Sturt farm.

Further information on the Faculty of Science and Health may be found here - <https://science-health.csu.edu.au/home>

[The School of Agricultural, Environmental and Veterinary Sciences](#) provides more than twenty undergraduate and postgraduate courses within the Faculty of Science and Health. This includes Agricultural Science, Agribusiness, Animal Science, Environmental Science and Management, Equine Science, Veterinary Technology and Veterinary Science.

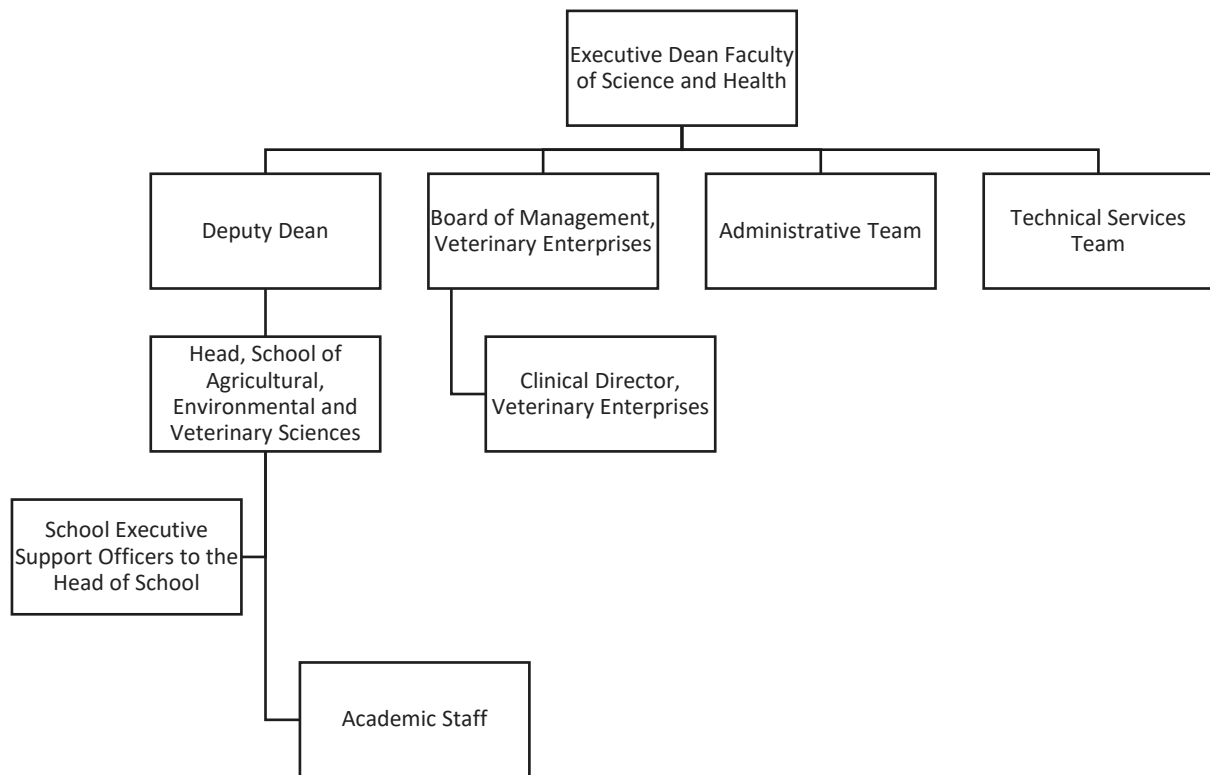
For Veterinary sciences the School has substantial infrastructure of a very high standard for training veterinary undergraduates, including a Veterinary Clinical Centre and Equine Centre, Veterinary Diagnostic Laboratory, a Small Animal Clinic, and on campus cattle and sheep farms. CSU has a training relationship with Wagga Wagga Veterinary Hospital. The School has a rapidly growing research profile and numbers of undergraduate honours and higher research degree students. Research activity includes international projects.

To support delivery of the Veterinary Science Course, three Veterinary Clinical Enterprises have been established to provide both learning and teaching environments and operate as commercial enterprises:

- Veterinary Clinical Centre: <https://www.csu.edu.au/vetservices/vcc/home>
- Small Animal Referral Hospital: <https://www.csu.edu.au/vetservices/sarh/home>
- Veterinary Diagnostic Laboratory: <https://www.csu.edu.au/vetservices/vdl>



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 – Veterinary Sciences
- Associate Head of School - Research
- Associate Head of School – Learning and Teaching



Position overview

The Theriogenology lecturer position is designed to provide clinical services in comparative theriogenology at the Veterinary Clinical Centre (VCC) and undergraduate and postgraduate teaching requirements in the School of Agricultural, Environmental and Veterinary Sciences. There will also be opportunities for the successful candidate to engage in research activities. Teaching duties will include contributing to the teaching of Veterinary Science, Animal Science, Veterinary Technology, Equine Science and Agricultural Science students, including both undergraduate didactic education and clinical teaching. The applicant should have advanced clinical and academic skills.

The position requires theriogenology expertise across all common domestic animals, with demonstrated advanced clinical skills and experience in equine, bovine and canine reproduction. While the major clinical role at the VCC will be related to equine and canine theriogenology, there are occasional bovine and ovine cases. Furthermore, teaching involved will be predominantly within these areas. The candidate should be able to handle clinical cases independently without supervision. These facilities are staffed by several clinicians and interns/residents and are equipped with state-of-the-art diagnostic, imaging, surgical, anaesthetic and monitoring equipment. The candidate will share on-call clinical loads with other clinicians.

The position involves interacting with colleagues in research, teaching and service. Supervision and teaching of postgraduate students and the development of strategic collaborations with external agencies will be required. The successful candidate will also contribute to the administrative duties in the School and to undertake other duties at the request of the Head of School.



Principal responsibilities

- Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high-quality student-centred undergraduate learning opportunities in theriogenology and related areas, as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face-to-face didactic, Problem-Based Learning (PBL) and Work-Place Learning.
- Contribute to clinical and administrative responsibilities of the theriogenology service at the VCC and develop and maintain professional relationships with stakeholders of the VCC, including staff, clients, professional bodies and referring veterinarians.
- Contribute to the coordination, delivery, and moderation of subjects and/or courses, including didactic teaching of undergraduate Veterinary Science, Animal Science, Veterinary Technology, Equine Science and Agricultural Science students, and Phase 2 and 3 clinical rotations at the VCC.
- Participate in professional activities and/or research in theriogenology or related areas, as appropriate.
- Contribute to the supervision of higher degree by research (HDR) students, as appropriate.
- Contribute to the academic environment of the School and high performing teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Contribute to the marketing, promotion, and administrative activities to facilitate the work of the VCC and School, including through membership of committees.
- As required, represent the School in a professional capacity, including to the relevant industries.
- Contribute to a team approach for the management of patients by utilising the skills of all members in the VCC and supervision of residents and interns and working with related disciplines including production animal, equine medicine, surgery, anaesthesia, diagnostic imaging and pathology.
- Maintain a sound and current knowledge and understanding of relevant disciplines through professional 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](#).

Innovative	With creativity at our core, be open to new ideas and seek to find better ways
Take Action	Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)
Network	Bring people together and build relationships that deliver desired benefits and outcomes
Influence	Create compelling arguments to persuade others and promote ideas that add strategic value
Leading and supervising	Setting directions and standards, delegating, motivating, empowering, developing others, recruiting talent
Presenting and Communicating Information	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility

Physical capabilities

The incumbent may be required to perform the following.

- The position requires handling and manipulating large and small animals; and standing for long periods of time in the clinics. All activities must be performed in accordance with CSU's Work Health and Safety policies and local safe work procedures.
- Ability to participate in an after-hours roster (i.e. on call to work at night, weekends and public holidays).
- Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's Driving Hours Guidelines and Policy. <https://policy.csu.edu.au/document/view-current.php?id=184>



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A degree in Veterinary Science plus postgraduate or equivalent training specifically in theriogenology, accreditation and standing, including eligibility for registration with the Veterinary Practitioners Board of NSW.
- B. A record of professional activity and experience in advanced theriogenology practice and/or research/creative works relevant to the discipline area, which demonstrates a capacity to make an autonomous contribution.
- C. Capacity to teach undergraduate veterinary students in clinical and didactic settings, including an ability to rigorously apply assessments.
- D. Eligibility for specialist board certification.
- E. Highly developed communication/interpersonal skills and demonstrated ability to work collaboratively in teams, apply respectful and safe practices in the workplace and to engage with the profession.
- F. Demonstrated clinical skills in theriogenology and ability to handle equine and canine clinical cases without supervision.
- G. Demonstrated ability to manage and meet time, cost, and quality outcomes.

