



Job Description: Lecturer/Senior Lecturer/Associate Professor in Animal Reproduction and Lactation

Position Purpose	To provide the learning and qualification outcomes of Massey's students and the scholarly outputs of the University by contributing to under- and post-graduate teaching and the supervision of postgraduate students in reproduction and lactation. The role also requires the development of an active research programme and engagement in the successful pursuit of external research funding.
Department:	School of Agriculture and Environment
Location:	Manawatu
Reports to:	The Head of School of Agriculture and Environment through the Group Leader of Animal Science
Delegations:	N/A
Job Title:	Lecturer/Senior Lecturer/Associate Professor in Animal Reproduction and Lactation
Key relationships:	Internal Head of School of Agriculture and Environment Group Leader of Animal Science SAE Academic and Professional Staff Undergraduate and Postgraduate Students External Stakeholders
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 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.

School of Agriculture and Environment

The School of Agriculture and Environment is a leading international School in education and research on the development of sustainable land based primary industries, and on understanding and managing the geodiversity and biodiversity of New Zealand's ecosystems.

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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 - 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.
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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.

Accountabilities

Teaching/Supervision

- Undertake undergraduate and postgraduate teaching. At the undergraduate level this will have a focus on reproduction and lactation but may include any Animal Science subject area.
- Teaching will be at both the basic anatomical and physiological level and at the applied level.
- Develop and teach curriculum components of both undergraduate and postgraduate courses in any Bachelor and Master degrees which include Animal Science subjects.
- Supervise and mentor the research activities of postgraduate students and/or postdoctoral fellows.
- Teaching will be predominantly focused on the Turitea campus but will also include teaching domestic students via distance and may require teaching internationally. Teaching could also include teaching short courses and professional development courses domestically.
- Undertake continuing personal professional development
- Complete other duties as required by the Head of School and/or the Animal Science Group Leader.

Research

- Undertake and lead research in Animal Science at both the basic science and applied science levels.
- Provide research support for externally funded projects in a range of research-related tasks.
- Publish at least two refereed scientific papers in internationally recognised academic journals per year and other scholarly works such as books and other appropriate equivalent media.

- Present research and participate at national and international academic conferences.
- Apply for and generate research funding from both internal and external sources.
- Form collaborations with other researchers both within Massey University, nationally and internationally.

Collegiality and Ethical considerations

- Participate fully in the academic activities of the Group and School in which they are working.
- Diligently and faithfully serve the University and use their best endeavours to promote and protect the interests of the University.
- Ensure that all teaching, research, and other activities which involve the use of animals, or their tissues, are conducted according to the law and conform with requirements of the Massey University Code of Ethical Conduct for the use of Live Animals for Teaching and Research.

Qualifications and Experience

Qualifications:

- PhD in Animal Science or a related area.

Experience:

- Strong knowledge in Animal Reproductive and Lactational Physiology and Anatomy.
- Experience with applied animal reproductive and/or lactational management would be of benefit
- Extensive track record of academic and/or research activity in Animal Reproduction and Lactation
- Capability in Molecular Genetics and/or Genomics would be complementary to the role but, is not essential.
- Experience in relevant laboratory analytical techniques and laboratory skills
- Practical understanding of working within a research / extension / teaching environment;
- Have a good understanding of New Zealand and global Animal Science and Production
- Have an excellent research review, analysis and dissemination background.
- Experience in use of innovative teaching and assessment methods in undergraduate teaching would be of benefit.
- Experience in writing scientific papers
- Experience in writing research grants and contracts
- Experienced in the use of electronic and on-line technologies in teaching and extension.
- Familiarity with Microsoft Office and various software packages.

Capabilities:

Communication

Essential

- Ability to communicate effectively with people at all levels with strong written and verbal communication skills
- Skills and aptitude in a teaching environment

Knowledge & Abilities

Essential

- Analytical, logical, attention to detail.
- Committed to standards of excellence and mindful of agreed policies and regulations
- Statistical data set analysis skills

Confidentially

Essential

- Integrity and confidentiality
- Ability to organise and maintain quality records

Creativity

Essential

- Teaching creativity
- Experimental creativity

Team player & Supervision

Essential

- Ability to stimulate and excite students and researchers
- Ability to supervise others
- Time management skills
- Ability to work both cooperatively and independently
- Ability to work as part of a team and enjoy working in a team environment

Professional Development

Essential

- A willingness to learn new skills and accept delegated authority
- Commitment to quality improvement, up-skilling and personal development.

Pre-employment checks

Essential

- Requirement to pass a Qualifications Validation Check.
- Requirement to pass a Criminal and Traffic Convictions (Security) Check performed by the Ministry of Justice.