



Senior Lecturer/Associate Professor in Animal Health

Position Statement

Faculty:	Faculty of Science, Agriculture, Business and Law	Position Number:	0000008311
School:	Environmental and Rural Science	Classification Level:	Level C/D
Business Unit:	Animal Science	Location:	Armidale
Reports to:	Professor in Animal Science 0000008310	Number of direct reports:	TBD

The Role

As either a Senior Lecturer or Associate Professor, you will provide research and teaching expertise and leadership in animal health, within the discipline of Animal Science at UNE. The successful candidate will formulate and deliver undergraduate and postgraduate teaching, building upon existing animal science units, build and lead a research group, undertake research and supervise HDR students in the relevant discipline, take an active leadership role in broader curriculum development and coordination within the School, and perform administrative duties as necessary to maintain a high level of functionality within the School. The successful candidate will build on the world-leading reputation and unique research infrastructure of UNE for excellence in livestock and poultry health research.

The School

Animal Science falls within the School of Environmental and Rural Science (ERS), a research-intensive School that attracts competitive funding to support research at the leading edge of agricultural, biological, ecological and geological research nationally and internationally. The School spans seven disciplines: Agronomy and Soil Science, Animal Science, Botany, Earth Sciences, Ecosystem Management, Genetics, and Zoology. UNE has long maintained a strength in Agriculture and Animal Science, areas that continue to attract substantial industry funding and address critical needs. UNE has many excellent and unique facilities for research that provide significant comparative advantage in this space.

The Faculty

ERS sits within the Faculty of Science, Agriculture, Business and Law (SABL) which comprises 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 enables 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](#)

General Standard – Level C

A Level C academic is expected to make significant contributions to the teaching effort of a department, 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 – Level C

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.
- Acting as course convenor.
- 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 – Level C

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.

General Standard – Level D

A level D academic is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within their profession or discipline. Academics at this level may be appointed in recognition of distinction in their disciplinary area.

Specific Duties – Level D

Specific duties required of a Level D academic may include:

- The conduct of tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and studio sessions.
- The development of and responsibility for curriculum/programs of study. Course co-ordination.
- Acting as course convenor.
- The preparation and delivery of lectures and seminars. Supervision of major honours or postgraduate research projects.
- Supervision of the program of study of honours students and of postgraduate students engaged in course work.
- The conduct of research, including, where appropriate, leadership of a large research team.
- Significant contribution to the profession, and/or discipline. High level administrative functions.
- Consultation with students.
- Marking and assessment.
- Attendance at departmental and Faculty meetings.

Skill Base – Level D

A Level D 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. A position at this level will normally require a record of demonstrable scholarly and professional achievement in the relevant discipline area. In addition there is a requirement for academic excellence which may be evidenced by an outstanding contribution to teaching and/or research and/or the profession.

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 C)

1. A PhD or equivalent in veterinary science or animal health/disease with specialisation in farm animals.
2. A demonstrated track record of excellence in delivering innovative, research-driven, student-centered teaching and learning in animal health or veterinary science, that fosters critical and strategic thinking in online and face-to-face settings for undergraduate and postgraduate student.
3. Effective supervision of higher degree research students as a principal supervisor.
4. Significant research profile, research leadership and innovation in the area of animal health, as evidenced by:
 - a. demonstrated success in initiating and obtaining significant independent research funding;
 - b. demonstrated ability to develop and maintain collaborative relationships with funding bodies, industry stakeholders and research collaborators.
 - c. strong, independent and original research with a publication record in high-impact peer-reviewed journals.
5. Demonstrated ability to work independently and collaboratively, to foster positive working relationships, and support a diverse and inclusive academic environment.
6. Ability to utilize the existing substantial animal and animal health research infrastructure at UNE to advantage.

Desirable

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7. Registration or eligibility for registration as a veterinarian in Australia.
 8. A strong familiarity with animal production systems in Australia, in particular, with poultry production.
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Special Requirements

9. The preferred candidate for this position will be required to provide a clear [National Police Check](#) to the University.
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Selection Criteria (Level D)

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1. A PhD or equivalent in veterinary science or animal health/disease with specialisation in farm animals.
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2. A significant track record of excellence in delivering innovative, research-driven, student-centered teaching and learning in animal or veterinary science, that fosters critical and strategic thinking in online and face-to-face settings for undergraduate and postgraduate students.
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3. Effective supervision of higher degree research students as a principal supervisor.
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4. Excellent research profile and research leadership and innovation in the area of animal health, as evidenced by:
 - a. Demonstrated success in initiating and obtaining significant independent research funding;
 - b. Demonstrated ability to develop and maintain collaborative relationships with funding bodies, industry stakeholders and research collaborators.
 - c. Strong, independent and original publication record in high-impact peer-reviewed journals.
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5. Demonstrated ability to work independently and collaboratively, to foster positive working relationships, and support a diverse and inclusive academic environment.
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