

STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



Position	Associate Professor in Animal Welfare and Ethics
Level/ Classification	ACAPD
Reports to	Dean of Veterinary Medicine
Division	School Of Veterinary Medicine
College	College of Environmental and Life Sciences

Position Purpose

An **Associate Professor** is expected to carry out activities to develop scholarly research and professional expertise relevant to the profession or discipline. A strong track record of academic excellence is expected at this level, as is high quality research that has national and/or international impact. An Associate Professor makes a considerable contribution to the University's postgraduate supervision and is expected to play a leadership role in University administration. Links to relevant industry groups and external stakeholders that will advance the interests of the Discipline and the University are also expected. This position makes a substantial contribution to all teaching activities within the Discipline, as well as a substantial contribution to the College and profession.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Biddi. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

- Sustainability: Be a leading university in education, teaching and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

The School of Veterinary Medicine is responsible for the training of veterinary science graduates and the degree program has received international accreditation. A central part of the training is development of core clinical competencies and as part of this process veterinary science students undertake training in our hospital, clinics, and clinical services. Animal Welfare science and ethics is a key discipline within the School of Veterinary Medicine. The discipline also contributes to research in the field that supports evidence-based decision-making and policy development at industry level.

Reporting Relationships



Key Responsibilities / Duties

1. Make a substantial contribution to research, individually and as leader of a team. Research outputs should have national and/or international impact.
2. Make a substantial contribution to teaching, including preparing and delivering lectures, tutorials, seminars, practical classes, demonstrations, workshops, student field excursions, clinical sessions, and studio sessions, and marking and assessments.
3. Develop and practice innovative teaching and learning methods.
4. Take a leadership role in developing and mentoring junior academic staff.
5. Consult with, and provide advice to, undergraduate and postgraduate students.
6. Lead the development and design of curriculum and/or programs of study.
7. Supervise honours, Masters by Coursework, HDR and postgraduate students.
8. Make a substantial contribution to the School, the University, the profession, and the discipline.
9. Engage with industry and other external stakeholders to develop partnerships and progress the interests of the College and the University.
10. Make a substantial contribution to service, at both College and University level, by undertaking specific administrative, planning and/or committee work.
11. Participate in the University's Academic Contribution Development Review (ACDR).
12. Undertake such other duties as determined by the Head of School.

Selection Criteria

Essential

1. A veterinary degree registrable by the Veterinary Practice Board of Western Australia, advanced professional qualifications and a PhD in an area relevant to appointment.
2. Extensive, substantial experience in teaching at the undergraduate and postgraduate level.

3. A track record of success in producing high quality independent research outputs that have international impact and influence.
4. A track record of success in attracting external competitive research funding that has national and/or international impact.
5. A high level of achievement in successfully supervising honours, Masters by Coursework, HDR and postgraduate students to completion.
6. A record of success in the application of curriculum design and pedagogy, including substantial experience with leading and designing programs of study.
7. Demonstrated links with relevant industry groups and external stakeholders that will advance the teaching and research interests of the discipline, the College and the University.
8. Demonstrated high levels of written and oral communication skills in English.
9. Well-developed interpersonal skills, past success in working effectively as a member of an interdisciplinary and collegial team and demonstrated success as a leader in teaching and learning, research, and administrative activities at the College level.

Work Requirements

1. A willingness and ability to travel internationally on a regular basis.
2. Ability to work outside of normal office hours when required.
3. Australian permanent residency or possession of a valid visa with work entitlement in Australia.

Probationary Review

This position may be subject to a probationary period, during which time the academic staff member is required to meet set probationary objectives and pass a probationary review. Probationary objectives are set following appointment to the position and confirmed at the first Academic Contribution Development Conversation (ACDC).

General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

Guiding Principles and Values / Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.

- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff undergoing a probation period are required to set probationary objectives with their leader within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.