

# STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



<b>Position</b>	Associate Professor in Animal Science
<b>Level/ Classification</b>	ACAPD
<b>Reports to</b>	Head of School – Agricultural Sciences
<b>Division</b>	Agricultural Sciences
<b>College</b>	Environmental and Life Sciences

## Position Purpose

An Associate Professor in Animal Science is expected to make a significant contribution to teaching, supervision, 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 is expected to demonstrate a sustained track record of research success with national and international impact, evidenced by research outputs in quality research publications and capacity to attract external research funding.

The position makes a considerable contribution to the supervision of honours and higher degree by research students, and mentoring early career researchers.

Links to relevant industry groups and external stakeholders that will advance the interests of the School and the University are also expected.

This position makes a significant contribution to the teaching activities within the School through the coordination, preparation and delivery of learning activities, curriculum design, curriculum quality review and academic governance.

Academic staff at this level will also be involved in a broad range of administrative and service and is expected to play a leadership role in University administration, as well as a substantial contribution to the 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 Bididi. 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.

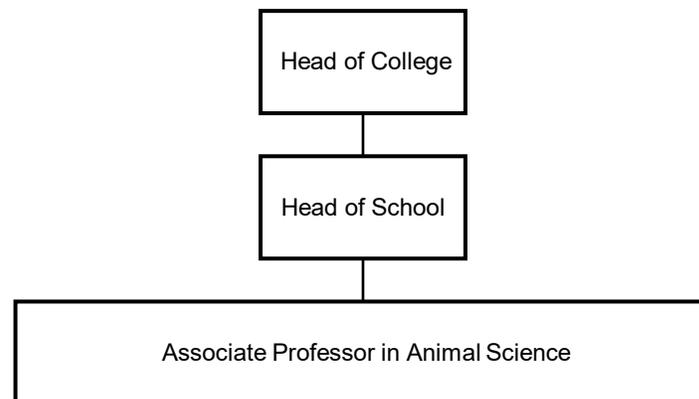
Murdoch is also committed to building engagement with our local community, State, Nation, and global society with a track-record in creating strong partnerships with business, government and industry.

### About the Work Area

This position is within the School of Agricultural Sciences (College of Environmental and Life Sciences). Collaboration with relevant research Centres is strongly encouraged, and this collaboration is an important enabler of School and University strategic plans. Relevant Centres include (but are not limited to) the:

- Centre for Animal Production and Welfare
- Centre for Crop and Food Innovation
- Centre for Sustainable Farming Systems
- Centre for Biosecurity and One Health
- WA State Agricultural Biotechnology Centre

### Reporting Relationships



### Key Responsibilities / Duties

1. Make a substantial contribution to teaching within the discipline, including curriculum design, unit coordination, preparing and delivering teaching and learning activities and/or fieldwork, assessment and marking, and curriculum review.
2. Develop and practice innovative teaching and learning methods.
3. Lead the development and design of curriculum and/or programs of study.
4. Contribute to the design and delivery of high quality research activities
5. Make a significant contribution to independent research by producing quality publications.

6. Make substantial contribution to the University's success in grant activity, individually and as a team leader
7. Engage with industry and other external stakeholders to develop partnerships and progress the interests of the School and the University.
8. Supervise students undertaking undergraduate, honours, postgraduate and HDR research projects
9. Consult with, and provide advice to, undergraduate, postgraduate and HDR students.
10. Take a leadership role in mentoring early- and mid-career staff
11. Contribute to the School, the University, the profession, and the discipline.
12. Make a substantial contribution to service, at both discipline/ College and University level, by undertaking specific administrative, planning and/or committee work.
13. Participate in the University's Annual Career Development Conversation (ACDC).
14. Undertake such other duties as determined by the School Dean.

## **Selection Criteria**

### **Essential**

1. A PhD in an area relevant to the appointment such as animal science or veterinary science
2. Substantial experience in teaching at the undergraduate and postgraduate levels, including curriculum design and coordination
3. A track record of success in producing high quality independent research outputs that have national or international impact and influence.
4. A track record of success in obtaining and successfully managing external competitive grant funds.
5. Demonstrated links with relevant industry groups and external stakeholders that will advance the teaching and research interests of the discipline and the University
6. A strong track record of successfully supervising postgraduate and HDR students
7. Demonstrated ability to mentor and lead early career researchers
8. Demonstrated ability to contribute to University administrative and/or leadership roles
9. Demonstrated ability to work under broad direction only, exercise initiative in undertaking responsibilities
10. Well-developed interpersonal skills, and demonstrated success in working effectively in teams
11. Demonstrated high levels of written and oral communication skills in English.

### **Desirable**

1. Experience with leading and designing programs of study
2. Demonstrated success as a leader in teaching and learning, research, and/or administrative activities in a university environment
- 3.

### **Work Requirements**

1. The occupant of this position will be required to undertake a criminal record check in accordance with the University's Criminal Record Screening Procedure.
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.

## Academic Career Framework

Murdoch University's Academic Career Framework provides a transparent, equitable and consistent approach to probation and promotion as well as outcome and workload expectations. Please refer to the Murdoch University Academic Career Framework for performance criteria and expectations for all academic positions.

## 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.*