



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

Appointment of  
Senior Lecturer / Associate  
Professor in Veterinary Science

SCHOOL OF VETERINARY SCIENCE



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## School of Veterinary Science

The School of Veterinary Science is one of five research and teaching intensive Schools within the Faculty of Science at The University of Queensland. The School of Veterinary Science is recognised for excellence in teaching and learning across the veterinary disciplines, the quality and impact of its research, and effective engagement with the profession and the community. The School is based at the Gatton campus along with substantial components of the School of Agriculture and Food Sustainability (AGFS) and the Queensland Alliance for Agriculture and Food Innovation (QAAFI) and a smaller presence from the School of the Environment (SENV).

The Veterinary Science program at The University of Queensland (UQ) has full accreditation with the Australasian Veterinary Boards Council, the Royal College of Veterinary Surgeons and the American Veterinary Medical Association. The School also contributes to programs in veterinary technology and in other degrees relevant to animal and wildlife sciences.

The School has a strong research program with major focus areas in animal, human and environmental health within the One Health paradigm. The central research theme is a veterinary emphasis on animal health and well-being complemented by strategic growth in multi-disciplinary research in areas such as food security, antimicrobial stewardship, veterinary public health, emerging infectious diseases and wildlife and ecosystem health.

The School integrates research led science, clinical best practice and academic excellence across all aspects of teaching and learning. Work integrated learning (WIL) is a vital part of our student learning experience, aiming to integrate academic learning with practical application in authentic veterinary workplaces. WIL activities include practical skills development within the didactic components of our programs as well as clinical practical learning through student participation in veterinary clinical service delivery within our own Veterinary Teaching Hospitals (VTHs) and during extramural studies placements in veterinary practices or other relevant industry entities.

The School is ranked 34th (QS World University) and 43rd (Shanghai Ranking) in respected global academic ranking for veterinary science.

For more information, visit the websites for the [Faculty of Science](#) and the [School of Veterinary Science](#).



## Role of the Senior Lecturer / Associate Professor in Veterinary Science

### About this opportunity

This is an exciting opportunity for a Senior Lecturer / Associate Professor to demonstrate excellence in teaching, research, service and engagement. The successful candidate will be expected to demonstrate institutional leadership and to contribute to teaching in undergraduate, postgraduate and professional settings in veterinary science discipline areas aligned with School priorities and related to the candidate's experience and training.

The incumbent will demonstrate leadership in academic oversight and coordination of the School's work-integrated-learning curricula across the two flagship programs within the School (Bachelor of Veterinary Science and Bachelor of Veterinary Technology). This will involve effective engagement with internal and external stakeholders to ensure the student learning experience delivers competent graduates against expectations aligned with course, program and university learning objectives and attributes, accreditation standards and industry expectations.

The incumbent may be involved in research and in the effective supervision of Honours and Higher Degree by Research students (where appropriate).

This is a Teaching Focused academic position at Level C or D (dependent on candidate suitability).

Academic performance at UQ is judged across four domains (teaching, research, supervision and researcher development, and citizenship and service). Expectations and duties are expected to be clarified on appointment through discussion with the Head of School and annually thereafter – as per policies and procedures.

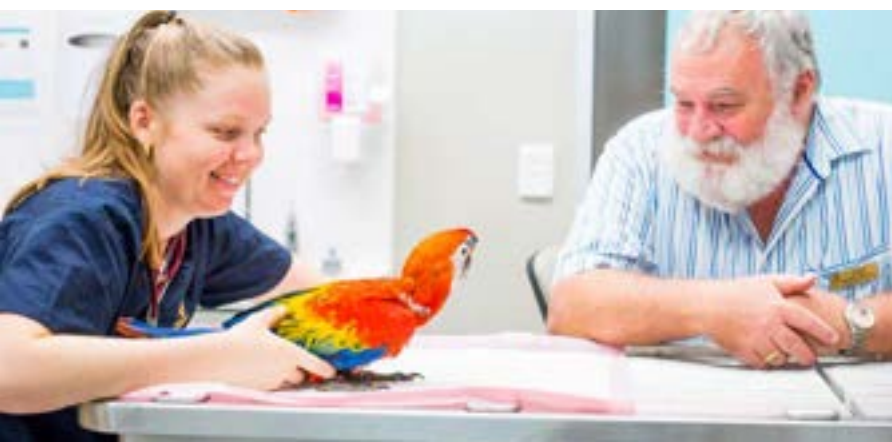
### Duties

Key responsibilities will include:

#### Teaching

##### At Level C

- Contribute effectively to teaching, including course coordination.
- Demonstrate continuous improvement in curriculum and assessment and motivate student participation and learning through effective pedagogies and the use of technologies.
- Lead/coordinate curriculum development that scaffolds and builds student learning across courses in programs.
- Inspire the teaching practices and assessment design of peers.
- Build internal and external collaborations that enable and facilitate the dissemination of educational innovations within and across the discipline.
- Grow the reputation of teaching excellence in the discipline across the Faculty, UQ, and externally.



**Additional for Level D**

- Demonstrate a sustained, skilled and collegial contribution to teaching and the student experience.
- Demonstrate exemplary practice and continuous improvement in curriculum and assessment design.
- Lead professional development through mentorship and scholarly inquiry.
- Successfully lead educational programs and innovations.

**Research****At Level C**

- Produce quality research outputs resulting in national recognition and a growing international profile
- Contribute to and lead successful applications for external research funds
- Contribute to effective transfer of knowledge, technology and practices to research end users
- Successfully build teams in conducting research and engaging with partners and participates in discipline service

**Additional for Level D**

- Lead successful applications for significant external research funds
- Lead effective partnerships with and transfer of knowledge, technology and practices to research end users
- Demonstrate leadership roles in discipline service

**Supervision and researcher development****At Level C**

- Engage in supervision with a record of achievement in supervision outcomes.
- Demonstrate personal effectiveness in supervision and management, and development of researcher capability and skill, by providing feedback, coaching, and professional development, where applicable.

**Additional for Level D**

- Lead the facilitation of engagement opportunities for supervisees, where applicable.

**Citizenship and service****At Level C**

- Consistently demonstrate behaviours that align to the UQ values.
- Show leadership of self and others through mentoring, collaboration, and responsibility for staff well-being, including mentoring colleagues for Teaching Awards, Educational Fellowships, etc.
- Demonstrate a track record of achievement in relation to internal service roles, including high level of collaboration and participation in decision-making and service on relevant committees.



- Establish a track record of collaboration in relation to external service activities and engagement including media opportunities that raise the profile of educational excellence at UQ.
- Advance external links and partnerships with industry, government departments, professional bodies and the wider community that enhance curriculum, learning outcomes, and create/sustain effective WIL experiences.

#### Additional for Level D

- Engage effectively in governance and leadership roles related to educational matters in the School and Faculty, including high level of collaboration and participation in decision-making and service on relevant committees.
- Demonstrate sustained record of impact, achievement and initiative in internal service roles.
- Demonstrate leadership in external service activities and engagement including media opportunities that raise the profile of educational excellence at UQ.

### Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

- The University's [Code of Conduct](#).
- Requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University, Faculty, Institute or School.
- The adoption of sustainable practices in all work activities, and compliance with associated legislation and related University [sustainability responsibilities and procedures](#).
- Requirements of the *Education Services for Overseas Students Act 2000*, the *National Code 2007* and associated legislation, and related [responsibilities and procedures](#) developed by the University.
- Any other duties as reasonably directed by your supervisor(s).

### Organisational relationships

The position reports to the Director of Teaching and Learning – School of Veterinary Science.



## About you

- A degree in veterinary science registrable in Queensland.
- A PhD or equivalent combination of relevant experience and/or education/training in a related veterinary science topic.
- Experience in and understanding of Australian veterinary practice or industry work and in managing student placements is desirable.
- Established record of teaching experience and excellence across a variety of settings, including small and large group teaching, pedagogical practice and in course coordination responsibilities in the discipline.
- A record of successfully initiating and managing projects related to curriculum design, pedagogy, or assessment practices of others, including contributing (and sometimes leading) applications for research funds for work related to scholarship of learning and teaching.
- Evidence of the involvement in the supervision of honours and Research Higher Degree students (where appropriate) to successful completion.
- A record of meaningful internal service roles, including the successful mentoring of less experienced staff, in conjunction with evidence of leadership in external activities.
- Well-developed communication, interpersonal and consultative skills, and the ability to work collaboratively with colleagues in teaching and learning.
- Experience in coordination and oversight of veterinary clinical extramural and work-integrated learning curriculum, including effective engagement with stakeholders in managing WIL activities.

### **Additionally at Level D**

- Experience in leading curriculum and assessment design, including the implementation of policies and procedures that aligns the School with the EMS/ WIL accreditation requirements
- A proven track record of leading and expanding partnership with industry, preclinical and clinical EMS providers



## Conditions of employment

### Employment type

This is a full-time (100% FTE) continuing position at an Academic Level C or Academic Level D, commensurate with relevant skills and qualifications.

### Salary and benefits

The full-time equivalent base salary at Level C will be in the range of \$134,845 – \$155,246 plus super of up to 17%. The total FTE package will be in the range of \$157,769 – \$181,638.

The full-time equivalent base salary at Level D will be in the range of \$162,046 – \$178,367 plus super of up to 17%. The total FTE package will be in the range of \$189,594 – \$208,690.

For further information about UQ's benefits, please visit [Why Work at UQ](#) and review [The University of Queensland's Enterprise Bargaining Agreement 2021-2026](#).

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## How to apply

All applicants must upload the following documents through the [UQ Careers](#) portal in order for your application to be considered:

- Resume
- Cover letter
- Responses to the 'About You' section

*Please note that you will be asked to add all documents into the one upload box labelled 'resume', which is step one of the application form.*





## The University of Queensland

For more than a century, The University of Queensland (UQ) has created positive change for society by delivering knowledge leadership for a better world.

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (35), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (33), QS World University Rankings (40), Academic Ranking of World Universities (63), and Times Higher Education World University Rankings (77).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy a rich campus experience, including a range of accommodation options, as well as innovative and flexible learning pathways, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 55,000 students – including the majority of Queensland's highest academic achievers as well as top interstate and overseas students – study across UQ's 4 beautiful campuses in South East Queensland at St Lucia, Herston, Gatton and Dutton Park. They include around 20,000 postgraduate and approximately 21,500 international students who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

UQ's 332,000 graduates are an engaged network of global alumni spanning 184 countries, and include more than 17,700 PhDs.

UQ's 6 faculties, 8 globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 2,500 scientists, social scientists and engineers, who champion research excellence and continue UQ's tradition of research leadership. This is reflected in UQ being the number one recipient of Australian Research Council Fellowships and Awards nationally across all scheme years (452 awards worth \$339 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than \$57 billion.

UQ is one of only 4 Australian members of the global Universitas 21, a founding member of the Group of Eight (Go8) universities, a member of Universities Australia, and a member of the Association of Pacific Rim Universities (APRU).

UQ employs more than 7,500 academic and professional staff (full-time equivalent) and has a \$2.47 billion annual operating budget.



## Governance

The University of Queensland is governed by a 22-member Senate representing University and community interests. Senate is led by the Chancellor, elected by the Senate. The University of Queensland Act 1998 grants Senate wide powers to appoint staff, manage and control University affairs and property, and manage and control finances to promote the University's interests.

[uq.edu.au/about/governance](http://uq.edu.au/about/governance)

## Strategic direction

By 2032, UQ will be known as a university that:



Delivers highly sought-after graduates, who are prepared for future success through rich and broad educational experiences



Leads as a premier provider of high-quality postgraduate and lifelong learning opportunities



Leverages the breadth and depth of its research capabilities and vibrant precincts to address the world's most pressing challenges



Is a trusted and agile partner widely regarded as a leader in entrepreneurship, knowledge exchange and commercialisation



Has an extensive global reach in education and research with a strong commitment to capacity building in the Indo-Pacific



Breaks down barriers to education through the targeted and effective Queensland Commitment



Is values-led, deeply committed to delivering for the public good and supporting our people, leading reconciliation, and embracing different life experiences and perspectives



## Strategic plan 2022-2025

### Our vision

Knowledge leadership for a better world.

### Our mission

Our core purpose is to deliver for the public good through excellence in education, research and engagement with our communities and partners: local, national and global.

### Our values

#### *What we strive for*

#### **Creativity**

We apply our creativity as a way of seeking progress. We value new ideas, seek fresh perspectives and pursue game-changing innovations and opportunities

do. We apply the highest standards to our work to achieve the greatest impact for the benefit of communities everywhere.

#### *Central to what we do*

#### **Excellence**

We strive for excellence in everything we

#### **Truth**

Truth is central to all that we do as a university. We seek truth through our focus on the advancement and dissemination of knowledge, and our deep commitment to academic freedom and freedom of expression.

#### *How we work together*

#### **Integrity**

We always act with integrity. As stewards of the University's resources and reputation, we are honest, ethical and principled.

#### **Courage**

We are courageous in our decision-making. We are ambitious, bold and agile. We demonstrate moral courage, so that we are always guided by a sense of what is right.

#### **Respect and inclusivity**

We provide a caring, inclusive and empowering environment for all. We engage respectfully with one another and promote the value that our diversity brings

to our whole community.

[about.uq.edu.au/strategic-plan](https://about.uq.edu.au/strategic-plan)

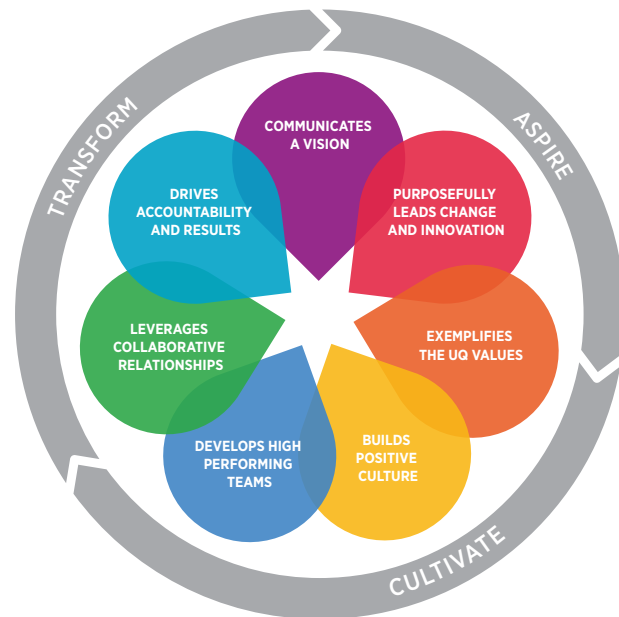


## UQ Leadership Framework

As a leader at UQ you are a role model for our values.

Our leaders act with integrity and prioritise the development and growth of our people to ensure excellence for the long term.

**The Leadership Framework is underpinned by seven capabilities expected by all UQ leaders.**



### Aspire

*Enact UQ's vision, anticipate change and leverage innovation.*

**1. Communicates a Vision**  
Develops and communicates a clear vision and direction for the future, aligned with UQ's vision, values and aspirations.

**2. Purposefully leads change and innovation**  
Remains agile and effectively manages change and unexpected disruption by finding innovative solutions.

### Cultivate

*Exemplify the UQ values and develop high performing teams and positive culture.*

**3. Exemplifies the UQ Values**  
Role models UQ values and demonstrates loyalty to the University.

**4. Develops high performing teams**  
Develops empowered and high performing teams, investing time, energy and resources into helping people achieve their potential.

**5. Builds positive culture**  
Creates respectful and constructive workplaces where people feel safe and valued, and addresses unacceptable behaviours.

### Transform

*Deliver results that make a difference and create long-term value.*

**6. Leverages collaborative relationships**  
Identifies opportunities to collaborate and forges partnerships, embracing the ethos of 'One UQ'.

**7. Drives accountability and results**  
Holds self and others accountable for delivering against objectives and is focused on creating long-term value for UQ.



## About Brisbane

Brisbane is the sunny, sophisticated capital city of Queensland and gateway to many famous attractions. Australia's third largest city and fastest-growing capital with a population of more than 2.5 million, it offers a safe, friendly, multicultural environment characterised by the Brisbane River, parklands, convention facilities, museums, theatres, art galleries, a casino, malls, shopping districts, and a host of cosmopolitan restaurants and cafes.

Selected as host city for the 2032 Olympic and Paralympic Games, visitors can expect unbeatable sports experiences in 37 world-class venues, set against a backdrop of iconic beachfronts, breath-taking rural hinterland, and an exciting city rich in culture and entertainment.

Brisbane also offers a range of lifestyle benefits. Combine artistic and outdoor adventures at South Bank, where cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs, or bike ride through the City Botanic Gardens. Or enjoy a day trip to Moreton Island, Noosa, the Sunshine Coast or Gold Coast, or visit beautiful national parks, rainforests and tourist attractions such as Australia Zoo, Dreamworld and other theme parks.

The perfect place to raise a family, Brisbane has been dubbed a food and drink lover's paradise, and is also one of Australia's most liveable and affordable capital cities, with sunny days almost all year round and enough rainfall to keep the city and suburbs cool and green.

A few hours drive north from Brisbane is the Great Barrier Reef, one of the 'natural wonders of the world'. As the largest World Heritage Area, it stretches more than 2,000 kilometres alongside the coast, and is home to around 1,500 species of fish and 350 types of coral. Stradbroke and Fraser Islands are also world-famous attractions close to Brisbane, featuring some of the largest sand dunes in the world.

### A leader in education

Brisbane has a wide range of high-quality schools at primary and secondary level, religious and non-denominational, single-sex and co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with 3 internationally recognised universities covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia's leading research and teaching institutes, ranking among the world's top universities.

### Lifestyle

In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia's most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia's major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to health care in both public and private sectors, covering hospitals, general practitioners, dentists, and other allied healthcare professionals. The numerous public and private hospitals include the Princess Alexandra Hospital, the Mater Hospital network, the Queensland Children's Hospital, and the Royal Brisbane and Women's Hospital. Urgent and emergency medical care is readily available to everyone.



## Further information

General information on the University is available through the University's website:  
[uq.edu.au](http://uq.edu.au)

Other documents which you may wish to refer to include:

- Annual Report:  
[about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports](http://about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports)
- Governance:  
[about.uq.edu.au/governance](http://about.uq.edu.au/governance)
- Key statistics:  
[pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx](http://pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx)
- Organisation chart:  
[about.uq.edu.au/files/5643/org-chart.pdf](http://about.uq.edu.au/files/5643/org-chart.pdf)
- Research at UQ:  
[research.uq.edu.au](http://research.uq.edu.au)
- Strategic Plan 2022–2025:  
[about.uq.edu.au/strategic-plan](http://about.uq.edu.au/strategic-plan)
- UQ Global Strategy:  
[global-strategy.uq.edu.au](http://global-strategy.uq.edu.au)
- UQ Reconciliation Action Plan:  
[about.uq.edu.au/reconciliation/plan](http://about.uq.edu.au/reconciliation/plan)
- UQ Aboriginal and Torres Strait Islander Employment Strategy:  
[staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf](http://staff.uq.edu.au/files/24066/uq-indigenous-employment-strategy-2019.pdf)





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