MONASH University

# Position description

## Lecturer / Senior Lecturer (Developmental Biology)

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| **Department/Unit** | Department of Anatomy and Developmental Biology, School of Biomedical Sciences |
| **Faculty/Division** | Sub-Faculty of Biomedical and Psychological Sciences, Faculty of Medicine, Nursing and Health Sciences |
| **Classification (salary rates)** | Level B / Level C |
| **Employment type** | Full-time |
| **Work location** | Clayton campus |
| **Date document created or updated** | February 2014 |

### Position purpose

The Lecturer / Senior Lecturer will develop a world-class program of research in an aspect of developmental biology. Developmental biology is interpreted broadly and may encompass for example: embryology, organ development, foetal medicine, prenatal origins of adult disease, reproductive biology, cell cycle regulation, stem cell biology, epigenetics or evolution/developmental biology (evo/devo).

The Lecturer / Senior Lecturer will be proactive in building interdisciplinary collaborations and translating research outcomes. She/he will be expected to excel in teaching activities in the BSc developmental biology program.

**Reporting line:** The position reports to the Head of The Department of Anatomy and Developmental Biology.

**Supervisory responsibilities:** The position will be expected to supervise honours and postgraduate research students (MSc and PhD) and convene at least one unit in the BSc developmental biology program.

**Financial delegation and/or budget responsibilities including value of assets managed**: The position will have no financial delegation and/or budget responsibilities beyond that of their research group.

### Organisational context

**Monash** is a university of transformation, progress and optimism. Our people are our most valued asset, with our academics among the best in the world and our professional staff revolutionising the way we operate as an organisation. For more information about our University and our exciting future, please visit www.monash.edu

The **Faculty of Medicine, Nursing and Health Sciences** is the University's largest research faculty. World-class researchers work across disciplines including laboratory-based medical science, applied clinical research, and social and public health research.

The Faculty is also home to a number of leading medical and biomedical research institutes and groups, and has contributed to advances in many crucial areas: reproductive medicine, obesity research, drug design, cardiovascular physiology, functional genomics, infectious diseases, cancer biology, inflammation, neurosciences and structural biology.

Courses offered by the Faculty include medicine, nursing, radiography, biomedical science, medical imaging, biomedical sciences, physiotherapy, occupational therapy, behavioural neurosciences and social work. A range of research and coursework postgraduate programs is also offered. The Faculty takes pride in delivering outstanding education in all courses, in opening students to the possibilities offered by newly discovered knowledge, and in providing a nurturing and caring environment.

Further details may be found at: http://www.med.monash.edu.au/about.html

The **Sub-Faculty of Biomedical and Psychological Sciences (FBPS)** incorporates the School of Biomedical Sciences (SoBS), the Australian Regenerative Medicine Institute (ARMI), and the School of Psychological Sciences (SoPS). The Sub-Faculty comprises 150 research groups, 650 staff, 350 PhD students, research revenue of around $70 million, and teaching revenues of $75 million making it the second largest faculty in the University. The Bachelor of Biomedical Sciences and Bachelor of Psychology are the flag ship undergraduate courses run by the Sub-Faculty. This forms a unique multidisciplinary partnership that will consolidate, strengthen and showcase biomedical research at Monash.

The **School of Biomedical Sciences** is diverse, dynamic and one of the largest biomedical precincts in Australia. We offer a range of undergraduate and graduate teaching options across various biomedical disciplines. The School is also highly active in research, with well over $50 million in grant income per year from international and Australian funding agencies. Our scientists conduct research in cancer, cardiovascular disease, development and stem cells, drug discovery, immunology and infection, metabolism and obesity, neuroscience and structural biology. Commercially, we encourage collaboration between researchers and investors to accelerate the technology discovery process, and produce commercialised and clinical outcomes important in addressing the needs of society. For more information about us and the work we do, please visit our website: www.med.monash.edu.au/sobs/

**The Department of Anatomy and Developmental Biology** is a member of the School of Biomedical Sciences within the Faculty of Medicine, Nursing & Health Sciences. Staff and students are located in Buildings 75, 76, and 13C.

The Department is responsible for the delivery and coordination of the developmental biology major within the BSc course, and the teaching of human anatomy in the medical, physiotherapy, radiography, biomedical science and science degrees. Teaching is conducted at both the undergraduate and postgraduate levels.

The Department currently houses 21 research groups (see http://www.med.monash.edu.au/anatomy/research/ ) and research income in 2013 was >M$9. Areas of expertise include renal and lung biology, epithelial and reproductive biology, inflammation, embryology, cancer, stem cell biology and regenerative medicine. Ideally the successful applicant will have a research program complementary to existing research programs. Applicants with a research background in developmental neuroscience or cell reprogramming are also encouraged to apply.

Further details about the department can be found at http://www.med.monash.edu.au/anatomy/

## Key result areas and responsibility

**Research**

- Establish and/or maintain a significant role in research projects in an aspect of developmental biology. At the Senior Lecturer level there is the additional expectation of providing leadership to a research team where applicable.
- To successfully apply for research grants from competitive, peer-reviewed bodies (NHMRC project, ARC Discovery, ARC Linkage, etc) and other funding sources as appropriate.
- Regularly publish their research independently or in collaboration with others in peer-reviewed, internationally-recognised journals.
- Identify opportunities to collaborate within the School and across faculties at Monash University, or elsewhere as appropriate.
- Comply with University policy, procedure and protocols in relation to the nature of the research being conducted.

**Teaching**

- Contribute to teaching in development biology across the BSc program.
- Develop and introduce new teaching methodologies and technologies.
- Undertake all appropriate assessments.
- Supervision of honours and postgraduate (MSc and PhD) research projects.
- Specific duties required of a Lecturer may include initiation and development of subject material, acting as subject coordinators; and development of course material with appropriate advice from and support of more senior staff.
- Specific duties required of a Senior Lecturer may include initiation and development of course material and course coordination.

**Administration**

- Specific duties required of a Lecturer include a range of administrative functions, the majority of which are connected with the subjects in which the academic teaches, as directed by the Head of Department. They will be expected to be involved in professional activity and be an active participant at departmental, school and/or faculty meetings.
- Specific duties required of a Senior Lecturer include a broad range of administrative functions as directed by the Head of Department. They will be expected to be an active participant at departmental, school and/or faculty meetings, with a major role in planning or committee work.

**Community Service**

- Be involved in a relevant professional society or in promoting the disciplines of anatomy and developmental biology to the broader community.

**General**

- Other duties as required within the scope of the classification of this position.

## Key Selection Criteria

**LEVEL B**

### Essential

1. A doctoral degree in a relevant aspect of developmental biology;
2. Emerging national reputation in an aspect of developmental biology, as demonstrated by for example successful peer reviewed (competitive) grants, original papers in leading journals and capacity to build a research group;
3. A high degree of innovation, dedication and creativity as a researcher and educator;
4. Evidence of a collaborative approach to research;
5. Evidence of experience in the successful supervision of undergraduate and/or postgraduate research students;
6. High level interpersonal skills and proven ability to establish a good working relationship with colleagues and students and to utilise and extend strong professional links;
7. An ability to work independently and as a member of a team. This would include an understanding of the importance of contributing to committees and workings within the Department/School/Faculty;
8. Ability to independently initiate and develop subject material, act as a subject coordinator and develop course material with appropriate advice from and support of more senior staff.
9. An ability to convey information in both teaching and research in a clear, concise and interesting manner.

### Desirable

10. A good knowledge of histology and/or cell biology.

**LEVEL C**

### Essential

1. A doctoral degree and significant experience in a relevant aspect of developmental biology.
2. Established national and emerging international reputation in an aspect of developmental biology, as demonstrated by for example successful peer reviewed (competitive) grants, original papers in leading journals and capacity to build a research group;
3. A high degree of innovation, dedication and creativity as a researcher and educator;
4. Evidence of a collaborative approach to research;
5. Evidence of experience in the successful supervision of undergraduate and/or postgraduate research students;
6. High level interpersonal skills and proven ability to establish a good working relationship with colleagues and students and to utilise and extend strong professional links with relevant industry and the community.
7. Demonstrated leadership skills and/or supervisory experience including ability to lead, motivate and develop staff.
8. An ability to work independently and as a member of a team. This would include the ability to play a major role in planning or committee work.
9. Ability to independently initiate and develop course material and act as course coordinator.
10. An ability to convey information in both teaching and research in a clear, concise and interesting manner.

### Desirable

11. A good knowledge of histology and/or cell biology.

## Other job related information

- Travel (e.g. to other campuses of the University)
- Peak periods of work during which the taking of leave may be restricted
- Appointment is subject to the successful completion of probationary period of three years, extendable by up to 24 months in accordance with clause 58.6 of the Monash University Enterprise Agreement 2009. The probationary period may extend to a period of five years in accordance with the new Monash University Enterprise Agreement which is in the final stages of negotiation.
- Requirement to complete the Graduate Certificate in Health Professional Education (GCHPE) as a condition of probation

## Legal compliance

Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; Conflict of Interest (including Conflict of Interest in Research); Paid Outside Work; Privacy; Research Conduct; and Staff/Student Relationships.