



Position description

Lecturer / Senior Lecturer – Anatomy (Education Focused)

Position number	50175497
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 be expected to make significant contributions to the Centre for Human Anatomy Education and the Department of Anatomy and Developmental Biology. This is an education-focused role (e-Focused) and the appointee will be expected to make significant contributions to teaching and learning and the development of novel teaching methods and resources.

- **Reporting line:** The Lecturer/Senior Lecturer reports to the Director of the Centre for Human Anatomy Education.
- **Supervisory responsibilities:** The Lecturer/Senior Lecturer will have no supervisory responsibilities.
- **Financial delegation and/or budget responsibilities:** The Lecturer/Senior Lecturer will have no financial delegation and/or budget responsibilities.

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 responsible for the delivery of human anatomy teaching in the medical, physiotherapy, radiography, biomedical science and science degrees. Teaching is conducted at both the undergraduate and postgraduate levels. The teaching of human topographical, systematic and functional anatomy is overseen by the Centre for Human Anatomy Education, which is located within the Department and was constituted to ensure the quality of anatomical sciences education is of the highest national and international standard.

In 2007, the Department introduced the first Bachelor of Science major in Australia in developmental biology. The BSc major provides foundation studies in embryology, histology and anatomy, and covers such topics as human development, reproductive biology, mechanisms of development, birth defects, stem cells, and regenerative biology and medicine.

Research in the department is focused on a broad range of areas in anatomical sciences and developmental biology, extending from computational and functional morphology of extant and extinct vertebrates including humans; the roles of specific genes and gene pathways in organogenesis; the identification and roles of stem cells in development and disease; the causes and consequences of premature birth and the developmental origins of health and disease. Other specific areas of research include: renal development, ocular immunopathology, reproductive biology, embryology, immunology, prostate and gut development and disease, the foetal origins of adult disease and skin biology. Full details of research in the Department can be found at www.med.monash.edu.au/anatomy

Research in the department is currently funded by a large range of organizations including NHMRC Program and Project grants, ARC Discovery grants, the US Department of Defence, the Prostate Cancer Foundation, the Heart Foundation, various other charitable bodies and industry grants. Research income in 2013 was >\$9M. More than 200 researchers in 21 lab groups are located in the department. Research is supported by World-class technology platforms including the Australian Synchrotron, MASSIVE (Multi-modal Australian Sciences

Imaging and Visualisation Environment), Monash Gene Targeting Facility, the Australian Phenomics Network, Monash MicroImaging, the Monash Antibody Technology Facility, MicroMon, Monash Biomedical Imaging, Monash Protein Production Facility, the Monash Zebrafish Facility and the Monash Histology Platform.

<http://bioplatforms.monash.edu/bioplatforms/fishcore.html>. The department has recently purchased a 3D printer (Z650) for printing anatomical replicas from wet prosected specimens, clinical radiographic data and fossils.

The department teaches undergraduates from 1st year in the biomedical science, physiotherapy and radiography courses; from 2nd year in science courses; and 1st and 2nd year medical students (at both the Clayton and Gippsland campuses). Approximately 55 PhD students and 30 Honours students are enrolled in the department.

The Centre for Human Anatomy Education is located within the Department of Anatomy and Developmental Biology and is committed to excellence in teaching in undergraduate and postgraduate anatomy education at Monash University in the medical and allied health sciences teaching programs and to providing a rewarding and stimulating learning environment. The Centre has 4-5 full time equivalent staff and 8-10 sessional demonstrators (Level A). The Director is committed to redeveloping the teaching environment and in particular the building of a modern open teaching resource centre or 'Learning Commons' has gained approval at the highest executive level and it is hoped building will commence in 2015.

More information on the Centre can be found at <http://www.med.monash.edu.au/anatomy/info/centre.html> and at the Departmental Facebook site: <http://www.facebook.com/MonashADB>

The Centre is committed to teaching excellence and strengthening research in the Department especially in the following areas:

- Education: investigating the value of varying approaches to teaching and learning of anatomy including simulation and integration with clinical disciplines.
- Computational morphology of human and vertebrate anatomy with a view to understanding form, function and evolution.
- The Department and Centre are well positioned to enhance the teaching of anatomy via medical imaging due to the close proximity and links with the Department of Medical Imaging and Radiation Sciences and a plethora of imaging modalities available including MASSIVE, the Australian Synchrotron and Monash Biomedical Imaging. In addition the new 3D printing facility in the Centre provides a wide scope for developing new teaching materials.
- Neuroscience and neuroanatomy teaching
- Understanding the link between the regulation of development in humans and other vertebrates in the context of evolution (Evo-Devo)

Key result areas and responsibility

The Lecturer/Senior Lecturer (Education Focused) will be expected to make a solid contribution to teaching and learning within the department. Additionally, at the Senior Lecturer level, they will be expected to engage in educational leadership at school, faculty or university level. They will inspire and motivate students to learn through effective communication and should have a sound grasp of their subject matter and the development of assessment tasks and activities that foster intellectual independence.

Specific duties of an Education-Focused Level B academic staff member will have an emphasis on:

- a developing record in the dissemination of peer-reviewed disciplinary or educational innovations;
- taking an active role in obtaining funding to support such activity and engage in individual or collaborative projects;
- playing a role in curriculum design and review at school or department level;
- potentially engaging in the effective collaborative design or implementation of cross-faculty or cross-campus teaching activities or projects;

- undertaking a range of activities that contribute to maintaining currency with the discipline and with learning and teaching innovation; and
- having some involvement in Honours and (where appropriate) Research Higher Degree supervision would normally be expected.

Specific duties of an Education-focused Level C academic staff member may include:

- designing, implementing and reviewing educational innovations;
- playing a leadership role in educational innovation, curriculum design and review ;
- producing an active and sustained record of publication in educational or disciplinary research in high-quality peer-reviewed outlets; engaging in the collaborative design or implementation of cross-faculty, cross-campus or team-taught units, courses or projects;
- coordinating a major or field of study or award program;
- being involved in major innovations in teaching and learning in the school and/or faculty;
- attracting funding to undertake projects that enhance student or staff learning and teaching outcomes;
- developing a successful record of Honours and Research Higher Degree supervision;
- building capacity in learning and teaching in others and inspire them to teach well; and
- providing a significant degree of leadership and/or higher level service and/or community.

Specific to this position, the appointee will make significant contributions to the development of current teaching in the Centre and the Department and also to develop novel teaching approaches and activities relevant to the discipline.

Further, whilst being Education Focused, the appointee will be expected to perform scholarly work in the domain of higher education or teaching , seek out funding opportunities for teaching initiatives, supervise undergraduate and postgraduate research students, publish teaching related research in international peer reviewed journals and be sought after as a speaker at meetings pertinent to their field of expertise.

Key Selection Criteria

LEVEL B

Essential

1. A higher degree in a relevant area of anatomical sciences or associated discipline with relevant teaching experience. A medical qualification as a first degree would be valuable, but is not essential.
2. Demonstrated expertise in teaching anatomical sciences, topographical and clinical or applied anatomy.
3. Evidence of previous success in developing novel teaching strategies and approaches.
4. A high degree of innovation, dedication and creativity as an educator.
5. Ability to convey information in a clear, concise and interesting manner.
6. 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.
7. 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. A willingness to collaborate with hospital-based clinicians/specialists.
8. 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.
9. Ability to work positively and cooperatively with students, internal and external teams and agencies.

10. Demonstrated ability to stimulate, actively engage and educate a given audience.
11. Evidence of experience in the successful supervision of undergraduate and/or postgraduate research students.

Desirable

12. Experience in teaching histology, embryology or cell biology.
13. Experience in development or refinement of postgraduate courses and course materials.

LEVEL C

Essential

1. A higher degree in a relevant area of anatomical sciences or associated discipline with relevant teaching experience. A medical qualification as a first degree would be valuable, but is not essential.
2. Demonstrated expertise in teaching anatomical sciences, topographical and clinical or applied anatomy.
3. Evidence of previous success in developing novel teaching strategies and approaches.
4. A high degree of innovation, dedication and creativity as an educator.
5. Ability to independently initiate and develop course material and act as course coordinator.
6. Proven ability, commitment and passion for engaging in academic activities, taking a leadership role where appropriate.
7. Ability to convey information in both teaching in a clear, concise and interesting manner.
8. 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. A willingness to collaborate in teaching programs in the Centre/Department/School and with hospital-based clinicians/specialists.
9. 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.
10. Ability to work positively and cooperatively with students, internal and external teams and agencies.
11. Demonstrated ability to stimulate, actively engage and educate a given audience.
12. Evidence of experience in the successful supervision of undergraduate and/or postgraduate research students.

Desirable

13. Experience in teaching histology, embryology or cell biology.
14. Experience in development and delivery of course materials for use in medical and allied health professional curricula.
15. Experience in development or refinement of postgraduate courses and course materials.

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.