

INFORMATION FOR CANDIDATES



For the appointment of an Anatomical Pathologist



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James Cook University

One of the world's leading academic institutions focusing on the tropics, Australia's James Cook University is surrounded by the spectacular ecosystems of the rainforests of the Wet tropics, the dry savannahs, and the iconic Great Barrier Reef.

Born for the tropics

Ranked in the [top five per cent](#) of the world's tertiary institutions by the respected Academic Ranking of World Universities produced by the Shanghai Jiao Tong University, James Cook University is dedicated to creating a brighter future for life in the tropics world-wide, through graduates and discoveries that make a difference.

A comprehensive university

Since our establishment in 1970, we have expanded into a [multi-campus institution](#) with our largest campuses in Townsville and Cairns, smaller study centres in Mount Isa, Thursday Island, and Mackay, and campuses in Singapore and Brisbane.

Our students come from many backgrounds, promoting a rich cultural and experiential diversity on campus. Our [undergraduate and postgraduate courses](#) span the Arts, Business, Creative Arts, Education, Engineering, Law, Medicine and Health Sciences, Science, Information Technology and Social Sciences. We aim to give graduates the qualifications and skills they need for the global workforce.

Relevant to our region

We also recognise our special obligation to be relevant to our own region and have forged close linkages with the economy and social fabric of northern Queensland. We are dedicated to ensuring that our teaching, learning and research is not only of high quality, but also delivers practical benefits to the peoples and industries of the region.

Strategic Intent

James Cook University's Strategic Intent describes the aspirations, beliefs, values and guiding principles to which JCU subscribes. Its purpose is partly to describe us, partly to guide us, partly to be an influence for change, and partly to be a public declaration of our commitment to deliver certain benefits to the community.

Finally, it is in some measure an expression of our contract with the community. We should expect to be measured by our achievements in meeting the terms of that contract.

Research Profile

James Cook University is a leader in research addressing the critical challenges facing the tropics, world-wide. A defining feature of JCU is its tropical location and its research excellence in disciplines of particular relevance to the tropics. As a comprehensive university in the tropics, JCU is well placed to foster cross-disciplinary collaborations to meet these challenges.

We commit ourselves to research of excellence and high impact, particularly on issues of critical importance to the world's tropics. As a regionally-based university, we recognise our obligation to engage with industry and government, commercialise our research findings and achieve critical mass through productive research partnerships with other research organisations. JCU is a site and catalyst for innovation and understanding.

We build on current areas of world-class excellence to achieve a strong performance in scholarship and teaching inspired by a research-enriched environment. We recognise that the University is judged not only on its quality but equally on its relevance and impact beyond academia.

Tropical issues provide the focus to the University's research mission, driven by the University's unique geographical location, particularly its close proximity to the World Heritage-listed Great Barrier Reef and Wet Tropics rainforest and its links with rural, remote and indigenous communities and industries.

Access to information about research activities at the School level is provided via JCU's [Faculties and Division page](#) and the School [website](#).

School of Veterinary and Biomedical Sciences

The School of Veterinary and Biomedical Sciences has a sustained and proud history of active research and international project management, first as a graduate veterinary school and in the last ten years as an undergraduate biomedical and veterinary science teaching facility.

With a growing academic staff and student population, the research profile of the School is an evolving entity with considerations in both human and animal health, as well as a keen focus on zoonotic diseases and biosecurity in a bid to protect the integrity of Australian shores.

The School's research strengths are currently concentrated in tropical animal diseases; tropical cattle production; tropical infectious diseases and immunopathogenesis; aquatic pathobiology; environmental and public health microbiology; reproductive physiology; comparative cardiorespiratory physiology; neurophysiology; and emerging infectious diseases of wildlife.

Position Statement

ANATOMICAL PATHOLOGIST: School of Veterinary and Biomedical Sciences

Job Level(s): We are seeking an anatomical pathologist who holds specialist qualifications such as a Fellowship of the Australian College of Veterinary Scientists or board certification from the European or American Society of Veterinary Pathologists. The appointment will be at the level of Senior Lecturer or Associate Professor.

Employment Type: Appointment will be full-time on a continuing basis subject to a probationary period.

Salary: Senior Lecturer - Academic Level C - \$89,751 - \$103,033 per annum; Associate Professor - Academic Level D - \$107,460 - \$118,082 per annum. Level of appointment and commencing salary will be in accordance with qualifications and experience. Additional benefits include a generous seventeen per cent employer superannuation contribution and attractive options for salary packaging.

Location: Townsville.

Closing Date: The position will remain open until filled.

Position Statement

The School of Veterinary and Biomedical Sciences is seeking an energetic individual to provide expertise in veterinary anatomical pathology. The School is responsible for the undergraduate Veterinary Science, Biomedical Science, and Medical Laboratory Science programs and requires the services of an experienced veterinary anatomical pathologist for teaching into these programs as well as to contribute to the provision of the School's diagnostic pathology service.

This position presents an exciting opportunity to pursue research opportunities relevant to the region and to work with existing academic strength in the development and delivery of innovative curricula in a range of degree programs.

The School of Veterinary and Biomedical Sciences at JCU, '*Australia's Veterinary School in the Tropics*', has played a significant role in postgraduate veterinary education and research in Australia and internationally for nearly forty years and is unique among English-speaking veterinary schools, being located in a research university in the tropics.

In 2010, the School graduated its first cohort of undergraduate veterinary students. The School is one of five (the other four being Medicine and Dentistry; Public Health, Tropical Medicine and Rehabilitation Sciences; Pharmacy and Molecular Sciences and Nursing, Midwifery and Nutrition) which together make up the Faculty of Medicine, Health and Molecular Sciences.

Townsville is a bountiful place to live. It is a dynamic, small city with an excellent, broad-based economy. Its population is growing in size and affluence. The city is located within easy reach of world heritage tropical rain forests and the Great Barrier Reef. Abundant wildlife can be enjoyed in and around the city. Being located 500km inside the Tropic of Capricorn, the climate is superb much of the year.

Duties and Accountabilities

The appointee will be required to:

- Contribute to the teaching of anatomical pathology and pathophysiology to both veterinary and biomedical undergraduate and graduate students
- Establish an active research program within the field of veterinary anatomical pathology or pathophysiology
- Recruit and supervise Honours and postgraduate research and coursework students
- Contribute expertise to the School's diagnostic anatomical pathology services
- Mentorship of other pathologists within the group.

Key Selection Criteria

- Bachelor of Veterinary Science, or equivalent qualifications registrable in Australia
- Specialist qualification in veterinary anatomical pathology registrable in Australia
- Teaching experience at a tertiary level and a demonstrable commitment to quality in teaching and learning
- Experience in the provision of veterinary pathology diagnostic services.

Desirable Selection Criteria

- PhD or equivalent in an aspect of pathology or pathophysiology or related discipline
- Evidence of research experience and research publications in international peer-reviewed journals
- Strong interpersonal skills and a commitment to working as a member of teaching and research teams
- Experience in the supervision of Honours and postgraduate research and coursework students.

Enquiries

Name: Dr Pam Megaw (Acting-Head of the Discipline of Veterinary Anatomy and Pathology)

Phone: (07) 4781 6005

E-mail: pam.megaw@jcu.edu.au

Name: Dr Jenni Scott (Senior Lecturer in Anatomical Pathology)

Phone: (07) 4781 4188

E-mail: jennifer.scott1@jcu.edu.au



Method of Application

Applicants must provide a full statement of qualifications and career, a statement systematically addressing the Selection Criteria, a completed [Summary Application Form](#) and the name and addresses of three persons who have consented to act as referees.

Applications should be forwarded to either Dr Pam Megaw or Dr Jenni Scott (see above for contact details).

Alternatively the application may be emailed to hr.mhms@jcu.edu.au or mailed to the Human Resources Advisor, Faculty of Medicine, Health and Molecular Sciences, James Cook University, Townsville Qld 4811 (telephone 07 4781 6402).

The University reserves the right to appoint by invitation, invite applications or not to make an appointment. Equal Opportunity is University Policy.



Benefits of Working at JCU

University Environments

Our unique location enables staff and students from Australia and overseas to work and study in a diverse physical environment unparalleled by any university in the world. Our main campuses located in Townsville and Cairns and are renowned for their stunning natural settings and friendly, relaxed ambience.

Relocations

The University offers a range of relocation allowances to assist with travel, removal and settling in expenses. TOLL Transitions acts as the University's agent in sourcing appropriate removalists. For international employees appropriate visa sponsorship is also provided.

Flexible Remuneration Program (Salary Packaging)

The University offers employees the opportunity to structure their remuneration to receive at least part of their salary in a form other than take-home pay. Employees are offered the opportunity to choose from the following benefits, which will be paid by the University, on their behalf, instead of receiving gross salary with PAYG tax deducted.

- Superannuation
- Motor Vehicles
- Childcare (through UniCare NQ Ltd)
- Bookshop Purchases (through the University Bookshop)
- Airline Memberships (QANTAS and Virgin Blue)
- Financial Advisor's Fees
- Professional Membership Fees
- Relocation Expenses not covered by JCU e.g. Sale or acquisition of a dwelling as a result of relocation.

To participate in Salary Packaging you must hold a current twelve-month minimum appointment with a fraction of at least fifty per cent. Except in the case of Motor Vehicle Leases where a minimum of a two year appointment is required. Whilst the University offers salary packaging to its employees, it should be emphasised that there is no requirement to take benefits.

Superannuation

The University participates in a generous superannuation scheme (UniSuper) with seventeen per cent employer contributions for staff with contracts of two years or more. In the case of contracts of less than two year's duration an employer contribution of nine per cent is paid. Eligible employees may salary sacrifice their personal superannuation contributions.

Leave

Recreation Leave

Recreation Leave will be available to the appointee at the rate of twenty-five days per annum.

Subject to annual consideration and approval by the Vice-Chancellor the period from Boxing Day to New Year's Day is normally granted in addition to regular accrued recreation leave.

Personal and Carer's Leave

Personal and Carer's Leave accrues at the rate of ten days paid per annum (pro-rata for fractional appointments), and may be used for any combination of sick or carer's leave. An additional five days (non-accruing) paid per annum is available, which may be used for carer's leave, bereavement leave, or cultural and ceremonial leave.

Long Service Leave

Long Service leave accrues at the rate of 1.3 weeks of leave for each completed year of service and may be applied for after seven years of service.

Flexible Working Arrangements

The University has a range of family friendly work practices including optional working hours (Op Time) for Professional and Technical staff, permanent part time work, job sharing and a range of generous leave options.

Staff Study Assistance Scheme

The JCU Staff Study Assistance Scheme (SSAS) is designed to encourage personal and professional development of staff and to benefit the University as a whole. Further information can be found at http://www.jcu.edu.au/policy/hr/allhr/JCUPRD_044104.html

Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is available to permanent (continuing and fixed term) full-time and part-time staff at JCU. The EAP is a professional, confidential counselling service for employees and their immediate family members, paid for by your employer. It is free to employees and their family.

Onsite Parking

Limited free onsite parking is available to staff. For a nominal fee a range of permit parking areas are also available.

Childcare

There are two professionally staffed child care centres on the Townsville campus, providing a total of 115 places for children aged up to five years. There are several child care centres in the Smithfield and Trinity Beach areas, near the Cairns campus.

Other Services

E-mail and Internet Access is available for all staff.

The University Library and its services are available to staff. Upon receiving your employee number and staff card you will have full borrowing rights.

Sporting Facilities Comprehensive sporting facilities including ovals, tennis and squash courts, a gym/fitness centre and a swimming pool are available on the Townsville campus and managed by the JCU Student Association. Visit [Sport & Recreation](#) for more details. At the Cairns Campus facilities include a multi-purpose court, sporting oval with changing-room Facilities, and sporting equipment hire.

Health Services The Townsville [UniHealth Medical Centre](#) is located at Shop 7 in the Medilink Retail Building adjacent to the Townsville Hospital, 100 Angus Smith Drive, Douglas and within 100 metres of the JCU Campus. A variety of health services are available within walking distance of the Cairns campus, and at shopping centres north and south of the campus in Smithfield and Trinity Beach.

Chaplains from a variety of religious denominations are available.

Credit Union and Banking Facilities A branch of the Member and Education Credit Union (MECU) is located on the Townsville campus. In addition ATM's are available at both the Townsville and Cairns Campus. Other banks and credit unions are located within short distance of both campuses.



Statistics

The Statistics below relate to 2009.

Students

Number of Students

	On-Campus	Off-Campus	Total	%
Domestic	12,432 (87%)	70 (2%)	12,493	70%
International	1,790 (13%)	3,676 (98%)	5,466	30%
Total	14,213	3,746	17,959	
<i>Total %</i>	79%	21%		

Number of On-Campus Students by Course Level

	Undergraduate	Postgraduate	HDR	%
Domestic	10,225 (91%)	1,654 (79%)	544 (65%)	87%
International	1,047 (9%)	444 (21%)	299 (35%)	13%
Total	11,272 (79%)	2,098 (15%)	843 (6%)	

Number of On-Campus Students by Campus

	Townsville	Cairns	Other
Domestic	9,129 (86%)	3,227 (90%)	67 (97%)
International	1,430 (14%)	358 (10%)	2 (3%)
Total	10,559 (74%)	3,585 (25%)	69 (1%)

Number of Off-Campus Students by Location

Singapore	Brisbane	Beijing	Other
1,775 (47%)	1,253 (33%)	575 (16%)	144 (4%)

Origin of On-Campus Domestic Students

Northern Stat. Divn	45.5%	Fitzroy Stat. Divn	2.0%
Far North Stat Divn	29.1%	Other QLD Locations	5.1%
Mackay Stat Divn	4.4%	Rest of Australia	10.1%
Brisbane Stat Divn	3.8%		

Origin of On-Campus International Students

USA	34.2%	PNG	3.7%	Malaysia	2.1%
India	8.3%	UK	3.6%	Sweden	2.0%
Canada	5.0%	Norway	3.4%	Indonesia	1.8%
Germany	4.7%	Japan	2.9%	Mexico	1.3%
China	4.2%	France	2.2%	Others	20.6%

Staff

Number of Staff

Academic	Prof/Tech	Total
1,898 (42%)	2,645 (58%)	4,543

Staff by Campus

Townsville	Cairns	Others
3,606 (80%)	830 (18%)	107 (2%)

Staff by Contract Type

Continuing	Contract	Casual
1,245 (27%)	893 (20%)	2,405 (53%)

JCU Income

	\$M
Australian Govt. Grants	125.948
Student Contribution	52.490
Commonwealth Capital Funding	9.930
Other Commonwealth Funding	7.562
State Govt. Funding	1.823
Fees and Charges	52.349
Contracts and Consultancies	25.512
Other Revenue	31.148
Total	306.762

Research Income

	\$M
National Competitive	14.767
Other Public Sector	5.920
Industry and Other Funding	5.923
Co-operative Research Centre Funding	1.041
Total HERDC income	27.651
Other Research	4.098
Total Research Project Income	31.749
Block Research Grants (DEEWR)	14.498
Total Research Income	46.247

Publications

Books Authored	18
Books Chapters	97
Journal Papers	925
Conference Papers	122
Total	1162

Research Student Completions

PhD	72
Masters	16
Total	88



How to Apply

Application Process:

Your application should include a covering letter in which you address the Selection Criteria point by point. In addition, your application should contain your full curriculum vitae including the following:

- Address, mobile and telephone numbers and email address
- Names, telephone, and email contact of three referees (no contact will be made without your permission)
- Country of permanent residence
- Details of education, professional training and qualifications
- Employment history, including present position and notice required,
- Research interests and list of publications
- Research grants awarded and any other relevant information, such as offices held in professional bodies, community service

Note: Please provide your documentation in Microsoft Word format or PDF.



Work in Paradise: Veterinary Science in the Tropics



Live and work in a tropical paradise

Joining the veterinary school at James Cook University will see you working in the tropical northern Queensland city of Townsville.

Townsville is a thriving coastal city with World Heritage-listed natural wonders on its doorstep. You don't have to go far for astounding sights and breathtaking natural beauty. We are just a stone's throw from the marine marvels of the Great Barrier Reef and some of the most lush and exotic rainforests in the world.

For its growing population of 170,000, Townsville combines the vibrancy of a capital city with the laidback culture of a coastal town. There are modern sporting, cultural, entertainment and shopping facilities on offer, along with the opportunity to fulfil those timeless pastimes of hiking through national parks, walking along the river and barbeques on the beach.

For those who enjoy sports, Townsville is also home to the North Queensland Cowboys rugby league team, the NQ Fury soccer team and the Townsville Crocodiles basketball team.

Magnetic Island is just off-shore and is an idyllic island suburb and national park for Townsville. This volcanic island's rocky coves, sheltered beaches and rich variety of wildlife and bush walks make it a regular weekend retreat.

To the north are the coastal wetlands and mountainous woodlands of the Bowling Green Bay and Paluma Range national parks, and the rainforests of Cairns and Kuranda; to the north-west lies the agriculturally-rich Atherton Tableland; further west is the Gulf Savannah region with its fringing mountain ranges and wide open spaces; south are the Whitsundays, a collection of 74 tropical paradise islands; and of course east, for as far as the eye can see, are the crystalline waters of the Coral Sea.

Townsville is situated in the dry tropics (although very close to wet tropical national parks) and has an average of 320 days of sunshine a year.

Townsville has a series of '[Experience Townsville](#)' guides designed to assist visitors and locals alike, including guides on visiting the Northern Beaches and Paluma, bird watching and the Townsville region.



Unparalleled lifestyle for a career-life balance

JCU acknowledges the need for career-life balance by supporting staff through family-friendly work practices, including flexible work options, on-campus childcare facilities, cafes, a gym, library, art gallery and theatre.

The city of Townsville has a liveability factor that is unrivalled by much of the world and is comparatively cheaper to live in than other Australian cities.

Walk your dog down the many paths running along the picturesque and tranquil Ross River; go for a romantic stroll along the sea-side paths of The Strand; take a dip in the crystal clear waters of the Coral Sea; scale the heights of Castle Hill for magnificent panoramic views of the city, bush and ocean. From the serene experiences of diving and sailing to the more adventurous pursuits of water sports and sky diving, in Townsville you will never be short of fun and exhilarating activities to fill your time.



Dedicated staff and students

Working at the JCU veterinary school offers you the opportunity to work with great staff and students in an unparalleled environment.

You will be working alongside world class clinicians, academics and a skilled network of support staff.

Our students are enthusiastic, friendly and extremely diligent. They are passionate and excited about their futures as veterinarians, eager to learn and thus a delight to teach.

The JCU veterinary school is a collegial and supportive environment to work in. Our staff work hard to be inclusive and promote a relaxed and social atmosphere. Regular morning teas and other social events are held throughout the year, including the Veterinary Students' Association's staff-student annual ball.

State-of-the-art facilities and equipment

The JCU veterinary school boasts a brand new multi-million dollar Veterinary Emergency Centre and Hospital for teaching and animal care. The facility houses extensive diagnostic, medical and surgical facilities for both large and small animals, including a top of the range radiology suite, three fully-equipped operating theatres and an intensive care unit.

A high-tech Anatomy and Pathology Laboratory, featuring a multimedia laboratory, dissection facilities, surgery teaching laboratory and museum – all inter-linked by two-way closed circuit digital video and audio – is available to staff and students for teaching and private study.

The JCU veterinary school has extensive on-site yards for small ruminants, cattle, horses, pigs and chickens, as well as aquaculture ponds, laboratory animal facilities and kennels for our resident dogs.

We have a long-established partnership with the Tableland Veterinary Service on the Atherton Tablelands, a busy mixed practice with a specialist emphasis on dairying. A Veterinary Teaching Resource Centre has been built adjacent to the practice's Malanda clinic to provide School staff and students on placement with accommodation, computer labs and tutorial rooms. While there they have access to the practice's cattle yards, equine hospital and large animal surgery, the biggest facilities to offer these specialist services in Far North Queensland.



We own the Aachilpa Veterinary Group in Townsville, a busy two-clinic companion animal enterprise, and have an alliance with Townsville Veterinary Clinic, a companion animal and equine specialist operation, at which our students undertake clinical placement and final year rotations.

We also own tropical teaching and research station “Fletcherview”, a 1960ha working cattle station 98kms southwest of Townsville. The station provides a focus for beef cattle teaching and research from both an animal health and animal production perspective.



Help pioneer a new program

JCU is a vibrant, multi-campus university with an established reputation for excellence in education and research. You will be joining one of the most diverse and progressive universities in the world.

The surrounding ancient environments of the reef, rainforest and savannah offer rich and diverse teaching and research opportunities for our staff.

The JCU veterinary school itself has a long and prosperous history of excellence and innovation in veterinary science. Established forty years ago, the passion and dynamism of its staff has led to the sustained success of its research centre, The Australian Institute of Tropical Veterinary and Animal Science.

Along with opportunities to innovate and evolve new approaches to teaching and research, you will also have the unique opportunity to join in the revolutionary task of contributing and shaping a brand new Veterinary Science undergraduate degree program.

The JCU veterinary school also seeks to promote lifelong learning among its staff and often hosts veterinary-related conferences and continuing education workshops.

Townsvillians love their pets and with nine multi-clinic veterinary practices in Townsville, as well as a growing cohort of vets and visiting specialists at the university, Townsville has a progressive and thriving veterinary community.

