



UNIVERSITY OF

LIVERPOOL

## LECTURER/SENIOR LECTURER IN VETERINARY PATHOLOGY

**Job Ref: A-576979**

**Faculty:** Health and Life Sciences, School of Veterinary Science

**Salary:** Depending on qualifications and experience

**Range:** £36,862 - £46,696 pa (Grade 8)  
£48,097 - £59,154 pa (Grade 9)

**Location:** University Campus

**Hours of work:** Full-Time

**Tenure:** Permanent

**Grade:** 8/9

**Closing Date:** 3 February 2012

**Interview Date:** To be confirmed

Informal enquiries to Professor Anja Kipar on 0151 794 4260, email: [akipar@liv.ac.uk](mailto:akipar@liv.ac.uk)

### **Application Procedure**

Applications should comprise:

\*A completed **applicant information form**

\* A copy of your **full curriculum vitae**

\*A statement indicating the reasons for applying for this post and how your training and experience is relevant.

***If you have any particular requirements should you be invited to interview, please make this clear in your application.***

### **Submitting Applications**

Applications may be submitted by e-mail to [jobs@liv.ac.uk](mailto:jobs@liv.ac.uk) or by post or in person to: The Director of Human Resources (Recruitment), The University of Liverpool, Hart Building, Mount Pleasant, Liverpool L3 5TQ

**ROYAL MAIL – Postal Pricing System.** Please ensure that postal applications carry the correct postage according to the weight and measurement of the item, as items with insufficient postage will be held and delayed by the Royal Mail. Details of their pricing system are available online at [www.royalmail.com](http://www.royalmail.com) or from a Post Office branch.

### **Acknowledgement of Applications**

Please note that we are unable to acknowledge postal applications. If you would like an acknowledgement please enclose a stamped addressed card or envelope, and place it at the front of your application. If you e-mail your application you will receive an automated acknowledgement.

### **Shortlisting and Interviews**

Shortlisting and interview arrangements are the responsibility of the recruiting Department. Please contact **Professor Anja Kipar on 0151 794 4260, email: [akipar@liv.ac.uk](mailto:akipar@liv.ac.uk)** if you have a query after the closing date.

### **Outcome of Applications**

Vacancies at the University often attract a large number of candidates and it is not always possible to respond individually to every application. If you have not heard from the recruiting Department by **late March 2012** please take it that your application has not been successful.

## **Asylum & Immigration**

The University will comply with the Immigration, Asylum and Nationality Act 2006, which requires all employees to provide documentary evidence of their legal right to work in this country prior to commencing employment. Please be aware that you will be required to bring your passport (and visa if applicable) to interview so that it can be copied and verified by a member of the Selection Panel. For posts requiring a recognised degree level or equivalent qualification, and where there is no suitable UK or European Economic Area candidate, the University will take the necessary steps to secure UK Border Agency permission for a foreign national to take up employment.

Should a candidate require a Certificate of Sponsorship in order to take up a post they will need to meet the UK Border Agency Tier 2 Points Based Criteria. A self assessment tool can be found on the UK Border Agency website at: [www.ukba.homeoffice.gov.uk/pointscalculator](http://www.ukba.homeoffice.gov.uk/pointscalculator)

A candidate may also be required to undertake an English Language test prior to commencing work at the University. Details of Home Office approved tests can be found at: [www.ukba.homeoffice.gov.uk/sitecontent/newsarticles/pbsapprovedenglishlanguage](http://www.ukba.homeoffice.gov.uk/sitecontent/newsarticles/pbsapprovedenglishlanguage)

Further information on the eligibility criteria for Certificates of Sponsorship can be found at: [www.ukba.homeoffice.gov.uk/employers/points](http://www.ukba.homeoffice.gov.uk/employers/points)

## **Diversity and Equality**

The University of Liverpool is committed to diversity and equality of opportunity. All employees and applicants for jobs will be considered on their abilities and will not be discriminated against on the grounds of age, caring responsibilities, colour, disability, employment status, gender, gender identity, marital status, nationality, race or ethnic origin, religion or belief, sexual orientation, socio-economic status or any other irrelevant distinction. Training is available to support career progression within the University.

## **Two Ticks Disability : Guaranteed Interview Scheme (GIS)**

The University of Liverpool is committed to the employment of disabled people, and as part of our commitment, we guarantee to interview all disabled applicants who meet the essential criteria for a post and consider them on their abilities. If your disability prevents you completing the application form by the specified closing date, or when the vacancy closes early, due to a high volume of applications, please call the Recruitment Team to discuss alternative arrangements.

To apply for a post under the disability GIS, you must disclose your disability (as defined by the Disability Discrimination Act, 2005), and mark **X** in the **yes** box on the Equal Opportunities Employment Form. This form **must** be returned with your application form. Full details of the scheme are available at [www.liv.ac.uk/hr/organisational-development/Two Ticks.htm](http://www.liv.ac.uk/hr/organisational-development/Two%20Ticks.htm)

## **Accessibility**

If you require copies of documentation in alternative formats, for example, large print or Braille, please contact [jobs@liv.ac.uk](mailto:jobs@liv.ac.uk) or telephone 0151 794 6771.

If you have any other requirements which will help you access the application or interview process or employment opportunities at the University of Liverpool, please let us know by contacting [jobs@liv.ac.uk](mailto:jobs@liv.ac.uk) or telephone 0151 794 6771.

## **Smoking**

The University has adopted a Code of Practice on Smoking, copies of which are available from the Human Resources Department website [www.liv.ac.uk/hr](http://www.liv.ac.uk/hr)

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1. The Division of Veterinary Pathology is part of the School of Veterinary Science in the Faculty of Health & Life Sciences. The University of Liverpool has particularly strong biomedical research programmes in drug safety science and infectious diseases, programmes that involve extensive, interdisciplinary collaboration between the Research Institutes and Schools of the Faculty and the Liverpool School of Tropical Medicine. In addition the School of Veterinary Science has strong links with national organisations such as the Veterinary Laboratories Agency (VLA) and the National Centre for Zoonosis Research, and with industry.

2. **Prime objectives:**

This post is one of five core veterinary pathology posts in the School. It is located in both the Liverpool and Leahurst Campus. You will undertake teaching and research in veterinary pathology, and provision of diagnostic and research pathology services to the University and external clients.

3. **Range of duties:**

- Teaching BVSc and BSc Bioveterinary Science undergraduates;
- Enthusiastic membership of the pathology team, contributing to postgraduate residency training schemes throughout the Faculty, but especially in Veterinary Pathology;
- Contributing to the running of diagnostic pathology services to the Faculty's Veterinary Hospitals and Chester Zoo, to its external pathology diagnostic services, the VLA/DEFRA surveillance capacity at Leahurst, and further developing diagnostic and research techniques in pathology;
- Future leadership of components of the Veterinary Laboratory Services of the School;
- Developing a research programme, preferably within one of the existing research groups in the Faculty or in collaboration with groups elsewhere in the University;
- Contributing to the administration of the Division and School according to experience and need.

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4. **Manual Handling**

The post involves bending, stretching and the manual handling of loads up to 15kg. A system to control the risks is in place. Appointment will be subject to Occupational Health screening.

5. **Pathogens**

You will be required to handle pathogens or potentially infected specimens of unfixed human/animal tissue (including blood), although appropriate measures will be in place to control the risk. You may be offered appropriate immunisations and/or records of your work with infectious material/infectious micro-organisms may be kept. You will be advised in your offer letter to contact the occupational Health Department to check on your vaccination status.

6. **Exposure to Animals**

As an applicant for a post which involves work in animal houses and/or handling animals, you should be aware that:

- There is a possibility that you may develop an allergy to the animals you are in contact with. The risk is substantially reduced if correct working practices are used and protective clothing is worn.
- Milder cases may be controlled by the use of protective clothing or medication and some people who are affected are able to continue working with animals.

The appointee will be required to complete a health screening questionnaire and clearance from Occupational Health must be received before exposure.

## 7. **Gluteraldehyde/Asthmagens**

The appointee will be required to complete a health screening questionnaire and clearance from Occupational Health must be received before exposure.

## 8. **Probation**

This is a permanent post, but appointment will normally be for a probationary period of three years. Confirmation in appointment will be made at the end of this period provided that the Review Committee for the Faculty is satisfied that the appointee has fulfilled the criteria for confirmation. These criteria are:

- that the appointee has applied himself or herself to research and the advancement of knowledge as shown by work completed or in an active state of preparation,
- that he or she has satisfactorily undertaken such teaching and taken such part in University examinations as have been assigned, and
- that he or she has performed such administrative duties within the department as have been assigned

The satisfactory undertaking of professional duties associated with the appointment will also be taken into account.

If the appointee has been confirmed in appointment at this University or another equivalent UK institution, no further probationary period would be required in this post. Relevant experience at this or another institution, without confirmation in appointment, may be taken into account when determining the length of the probationary period.

The University's Learning and Teaching Strategy requires that all new probationary academic staff attend an Induction event, and undertake and complete the Certificate in Professional Studies in Learning and Teaching in Higher Education. Further details of the CPS can be obtained from Individuals may be exempted from all or part of the CPS, depending upon their qualifications and experience.

## 9. **For posts at Lecturer/Senior Lecturer level**

For appointment at Senior Lecturer level, you will be expected to have an excellent record of research and publications and evidence of high quality teaching skills.

## 10. **Pension**

The Occupational Pension Scheme associated with this appointment is the Universities Superannuation Scheme (USS).

Full particulars of the scheme can be obtained, on request, from the Director of Human Resources.

An acceptance of this appointment will be taken as an application to join USS and have the appropriate contributions deducted from salary unless the Director of Human Resources is expressly notified in writing either before commencing employment, within three months of that date or on expiry of three months notice, that the appointee intends to make his or her own pension arrangements.

Should the appointee decide to make his or her own personal pension arrangements, the University will not contribute to the personal arrangement. No other form of supplementation of pension benefits will be available from the University.

It may be possible for a newly appointed member of staff who has not been in USS to have his or her accrued benefits from his or her former pension scheme transferred to the USS. In such a case, USS will be asked to investigate a transfer payment and will provide, on actuarial advice, a proposal for a number of years' credit in USS which such payment would secure. The member of staff is at liberty either to accept this or elect to deal with his or her accrued benefits as determined by the rules of his or her former scheme.

## 11. Removal

(a) The University will normally provide financial assistance to newly appointed members of staff (excluding research staff funded from outside sources) who are required to relocate within a reasonable distance of the University.

(b) Claims for relocation from any point in the British Isles

In normal circumstances claims for reimbursement will not exceed;

(i) The full costs of removing furniture and personal effects to the new area; costs of storage incidental to the move will normally be met for a period not exceeding two weeks. The member of staff must personally obtain three written quotations from independent removal companies, if appropriate, or alternatively are permitted to submit claims for carrying out their own removal. The member of staff may choose any of the three companies, however the University will only reimburse the cost of the lowest quotation. The member of staff must submit a receipted invoice.

(ii) Any identified costs connected with the move up to a maximum of one month's gross basic salary (as payable on commencing the appointment attracting eligibility to removal expenses) as specified in your letter of appointment or Statement of Terms and Conditions. Such other expenses may include legal fees, estate agents and surveyors fees, preliminary visits to the area to view prospective properties, stamp duty, fixtures and fittings etc. Storage costs for furniture and personal effects may be reimbursed beyond two weeks from within the one month's gross basic salary claimable by the member of staff.

(c) Claims for relocation from Abroad

Claims for reimbursement will be considered individually on their merits by the Director of Human Resources but will as far as possible be in line with the procedure set out in (b) above.

(d) In making a claim for removal expenses a member of staff must:-

- (i) have received and accepted a written offer of employment with the University.
- (ii) acknowledge that should the appointment not last for a period of three years, the University retains the right to reclaim all, or a proportion of the payment made.

Up to 6 months	100% reclaim
Over 6 months up to 12 months	80% reclaim
Over 12 months up to 18 months	60% reclaim
Over 18 months up to 24 months	40% reclaim

The requirement to repay removal expenses will be waived where a member of staff leaves before three years have expired through any change instigated by the University over which the individual has no direct control.

Any claims for relocation should normally be made within three years of taking up an appointment attracting eligibility for removal expenses.

**EMPLOYEE SPECIFICATION – Shortlisting Criteria**

**Post Title: Lecturer in Veterinary Pathology**

**Salary: £36,862 - £46,696 pa**

**Faculty: Health and Life Sciences**

**Job Ref: A-576979**

<b>Attributes</b>	<b>No.</b>	<b>Essential Criteria (Identified from – Application form/CV/Supporting Statement/Interview/References)</b>	<b>Desirable Criteria (Identified from – Application form/CV/Supporting Statement/Interview/References)</b>
1. EXPERIENCE	1.1	Postgraduate experience in gross and histological pathology	Experience in teaching veterinary undergraduates
	1.2	Experience in (collaborative) research	Experience in other up-to-date techniques in pathology (such as IH/IF, ISH, confocal or electron microscopy, molecular techniques)
	1.3		Experience in food animal pathology
2. EDUCATION QUALIFICATIONS TRAINING	2.1	EU and RCVS-recognised veterinary degree. MRCVS, or eligible for membership	Qualification in higher education teaching and learning
	2.2	PhD or equivalent research qualification	
	2.3	Eligible for postgraduate qualification in veterinary pathology	
3. SKILLS, GENERAL AND SPECIAL KNOWLEDGE	3.1	Ability to communicate clearly and confidently at all levels	Experience of developing and managing research programmes Project management skills
	3.2	Good interpersonal, communication and organisational skills	
4. PERSONAL ATTRIBUTES AND CIRCUMSTANCES	4.1	Enthusiasm for the application of veterinary science to animal and public health, and for working in multidisciplinary teams	Evidence of critical analysis
	4.2	Ability to work in a team and develop teaching and research	

**EMPLOYEE SPECIFICATION – Shortlisting Criteria**

**Post Title: Senior Lecturer in Veterinary Pathology**

**Salary: £48,097 - £59,154 pa**

**Faculty: Health and Life Sciences**

**Job Ref: A-576979**

<b>Attributes</b>	<b>No.</b>	<b>Essential Criteria (Identified from – Application form/CV/Supporting Statement/Interview/References)</b>	<b>Desirable Criteria (Identified from – Application form/CV/Supporting Statement/Interview/References)</b>
1. EXPERIENCE	1.1 1.2 1.3 1.4 1.5	Postgraduate experience in gross and histological pathology and some specific techniques Experience in teaching veterinary undergraduates Experience in training postgraduate students in veterinary pathology Substantial experience in (collaborative) research Experience in developing and managing research programmes	Interest in specific techniques beyond those experienced in Specific area of diagnostic pathology expertise Experience in food animal pathology
2. EDUCATION QUALIFICATIONS TRAINING	2.1 2.2 2.3	EU and RCVS-recognised veterinary degree. MRCVS, or eligible for membership PhD or other research qualification Postgraduate qualification in veterinary pathology (DipIECVP/ACVP)	Qualification in higher education teaching and learning
4. SKILLS, GENERAL AND SPECIAL KNOWLEDGE	3.1 3.2	Ability to communicate clearly and confidently at all levels Good interpersonal, communication and organisational skills	Project management skills
4. PERSONAL ATTRIBUTES AND CIRCUMSTANCES	4.1 4.2 4.3 4.4	Evidence of scientific leadership Enthusiasm for the application of veterinary science to animal and public health, and for working in multidisciplinary teams Ability to work in a team and develop teaching and research Evidence of critical analysis	