



**National University of Vanuatu**



## **Job Description and Specification**

<b>Job Title</b>	Senior Lecturer in Agricultural Sciences
<b>Location</b>	Vanuatu Agriculture College (VAC) - Santo
<b>Grade</b>	7 on NUV salary scale
<b>Reporting To</b>	<p>For academic functions and responsibilities, the Senior Lecturer will report to the Vice-Chancellor through the Deputy Vice-Chancellor.</p> <p>For operational tasks and duties related to the VAC, the Senior Lecturer will report to the CEO of VAC.</p>
<b>Job Purpose</b>	Develop Courses, Teach and Undertake Research on Agriculture Subjects
<b>Position Background</b>	<p>The National University of Vanuatu (NUV) was established by Act n°34 of 2019, with a mandate <i>“to provide higher education advancement and lifelong learning through academic and professional excellence by way of training, teaching and learning, in both the English and French official languages, research and international cooperation”</i>.</p> <p>As per Part 2, Section 4 of the Act n°34, Faculties and schools are established under the University including the School of Agriculture (section 4-b. ii).</p> <p>In that respect, the Act also paved the way for merging existing Vanuatu PSET training into the NUV over time, and under the overall supervision of the MoET, including the Vanuatu Agriculture College based in Santo.</p> <p>The Vanuatu Agriculture college was established by the Act 51 of 2005 Chapter 314. According to the Act, <i>“The purpose of the College is to be the Centre for the training of farmers and acquisition of farming technologies and skills for enhancing agriculture production and in so doing contributing to the economic and social development of Vanuatu.”</i></p> <p>VAC has a Training Department, the purpose of which is to train students in agriculture, livestock and agribusiness. In doing so to achieve the mission of Vanuatu Agriculture College which is to provide a world class education to lift the capacity of the productive sector.</p> <p>The current position aims to facilitate the transition for the future integration of VAC into NUV that will require to upscale VAC’s training offerings to tertiary education level.</p>
<b>Position Summary</b>	NUV is seeking to appoint a competent and highly motivated individual for a senior academic position involving lecturing, curriculum development and

research in the domain of Agricultural Sciences. The position consists of 60% teaching and course development, 30% research, and 10% service.

The appointed faculty member will review the current diploma of agriculture program and will contribute to the development of a new bachelor program that achieves both a national and international reputation for research and graduate training.

Excellence in course development and teaching is a top priority for this position. Ideal candidates will have a broad background in the agricultural sciences and proven curriculum design and teaching skills. Responsibilities include developing and teaching a wide range of undergraduate agriculture-related courses with potential to teach specialized courses in field of specialization. A candidate's expertise should complement existing strengths in the VAC.

Other responsibilities include undergraduate mentoring/advising students from diverse backgrounds, research with students, and creating career pathways and internship opportunities for students. In addition, the incumbent will provide administrative, marketing and outreach support for the School of Science and the University.

Fundamental to this position is the ability to work across disciplinary and institutional boundaries, and to collaborate with other universities, government agencies, as well as NGOs and private sector partners in Vanuatu and the Pacific region. Effective communication with a variety of stakeholders, including the general public, is essential and consistent with the strategy of the National University of Vanuatu.

We are interested in applicants who can prosper within a collaborative, interdisciplinary environment of academics, policymakers and professionals.

### **Key Responsibilities – Detailed Listing**

The Senior Lecturer will contribute to course development and teaching related to 'Agriculture' Specific instructional assignments depend upon the candidate's expertise and the needs of the VAC, and may include, but are not limited to, classes in:

- agricultural science
- animal science
- plant science
- livestock production
- agribusiness

The candidate is expected to

- develop and review agriculture-focused curricula to meet the evolving needs of the industry
- deliver high-quality specialized courses in their area of expertise
- coordinate courses, prepare and deliver lectures, tutorials, labs and practicals ensuring that teaching materials, lesson plans are of a high standard

- develop and administer assessment strategies ensuring that assessments are of a high standard and measure practical and theoretical competencies aligned with learning outcomes
- provide feedback on assessment results that fosters independent learning
- develop and administer learning and teaching resources for online delivery
- advise and provide mentorship to students
- support research and innovation in agricultural sciences to improve teaching outcomes
- undertake individual and/or collaborative research relevant to agriculture disciplines, including leading field or laboratory-based research projects in Vanuatu and the Pacific Islands
- participate and present research results at technical seminars / workshops
- submit research-based articles to peer-reviewed scientific journals and present results at reputed national, regional and international conferences
- contribute to the development of a recognized, agriculture-based research, outreach and extension program that enhances the knowledge base of agriculture stakeholders in government, regional agencies, NGOs, civil society agencies and development partners, and may include short courses, popular articles, extension bulletins, workshops, field days, applied research articles and media.
- stay contemporary on issues relating to own discipline with an awareness of national/international science developments
- pursue and secure external research funding through competitive research grant applications to support these efforts
- work closely with other faculty at VAC and the National University of Vanuatu to support these efforts

#### Other duties

- assist VAC to recruit and enrol students who are a good fit for its culture, mission, and vision.
- support review, evaluate, and revise policy, processes and standards in conjunction with the VAC academic team to enhance student academic and career success.
- undertake evaluation and self-review of teaching and learning practice
- continuously up skill in the use of teaching and technological tools, staying updated on trends in agricultural education
- participate in VAC' performance, planning and evaluation processes
- attend university events such as commencement, meetings, graduation etc...
- serve on VAC committees

	<ul style="list-style-type: none"> <li>• stay up to date and comply with legislation and VAC policies and academic regulations relevant to the duties undertaken, including the VAC's Code of Conduct, occupational health and safety (OH&amp;S) procedures and sustainability guidelines</li> <li>• perform administrative tasks commensurate with position responsibilities and contribute to processes that enable the effective operation of the VAC</li> <li>• perform other duties as assigned by the VAC management or direct supervisor</li> </ul>
<b>Critical Competencies</b>	<ol style="list-style-type: none"> <li>1. Perform and behave <i>in a professional manner</i>, with occupational knowledge and accountability and adaptability to changing situations</li> <li>2. <i>Strive for excellence</i>, with communication, inclusiveness and teamwork</li> <li>3. <i>Contribute to the VAC</i>, with innovation, leadership and quality focus</li> </ol>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>➤ PhD (or Master with sufficient teaching and research credential) in Agriculture, Agronomy, Agricultural Education or a related field</li> <li>➤ Certificate in Higher Education Teaching &amp; Learning (preferable)</li> </ul>
<b>Required Experience and Selection Criteria</b>	<ul style="list-style-type: none"> <li>➤ <b>at least 5 years</b> of teaching experience at a tertiary institution or in professional agricultural training.</li> <li>➤ experience in curriculum development and instructional design.</li> <li>➤ strong knowledge of competency-based learning models</li> <li>➤ meet immigration requirements of the Republic of Vanuatu and commitment to live and work on the Island of Santo on a "full-time basis"</li> </ul>
<b>Preferential Skills and Abilities</b>	<ul style="list-style-type: none"> <li>➤ an understanding of science careers and industry skill/HR needs in the Pacific</li> <li>➤ excellent interpersonal and mentorship skills, evidenced through experience with working effectively in teams, engagement with private sector, government agencies and professional bodies</li> <li>➤ excellent verbal and written communication skills, and demonstrated capacity of communicating technical concept to both technical and non-technical audiences</li> <li>➤ familiarity with the Vanuatu Qualifications Framework (VQF) is an advantage</li> <li>➤ an ability to deliver course content and communicate fluently in English (and French, a bonus)</li> </ul>
<b>Additional Experience and Capacities</b>	<p>Additional qualifications and experience to be considered will include evidence of the ability/commitment/experience to</p> <ul style="list-style-type: none"> <li>➤ implement innovative teaching methods</li> </ul>

	<ul style="list-style-type: none"> <li>➤ develop and maintain an active research and/or science extension program</li> <li>➤ peer-reviewed articles published in reputed high impact scientific journals as evidenced by citation record (e.g. in Web of Knowledge or Scopus)</li> <li>➤ seek and secure external funding</li> <li>➤ develop field-based research projects in Vanuatu and the Pacific Islands</li> <li>➤ create a stimulating environment for teaching and learning,</li> <li>➤ provide mentorship of students</li> <li>➤ communicate in Bislama language</li> </ul>
<b>Language</b>	An ability to deliver course content and communicate fluently in English and French or an adequate knowledge of the French language (written and spoken) with a strong commitment to mastering the French language at the proficiency level (An institutional learning support program is offered to all lecturers wishing to learn French or improve their communication skills.)
<b>Terms and Conditions of Employment</b>	Three-year, full-time, local contract, with the possibility for extension based on performance.
<b>Remuneration and Benefits</b>	6.2 - 6.8 MVT + 25 % benefits allowance
<b>Equal Opportunity</b>	The National University of Vanuatu is an Affirmative Action/Equal Opportunity employer committed to diversity. All employment decisions in the NUV shall be based on merit and on equal opportunity. The NUV is committed to ensuring fair, equal, and impartial treatment of all employees in all aspects of employment. The NUV is also committed to gender balance in employment and to providing employment opportunities for people with special needs. In carrying out its employment decisions, NUV will not discriminate basis of gender, religion, nationality, race, language or disability.
<b>Contact Person</b>	Potential applicants with specific questions are welcome to contact the search committee secretariat at <a href="mailto:apply@univ.edu.vu">apply@univ.edu.vu</a>
<b>Application Procedures</b>	<p>Candidates should compile the following Application Package:</p> <ol style="list-style-type: none"> <li>1) a letter of application that includes a comprehensive description of the applicant's administration, research and teaching philosophy, and addresses the required preferential capacities, experiences, skills and abilities.</li> <li>2) a complete CV that includes background, education qualifications, professional experience (outlining your teaching and curriculum development experience), and a list of publications and research/extension funding</li> <li>3) copies of relevant academic qualifications and official academic transcripts</li> <li>4) contact information for three (3) references.</li> </ol>