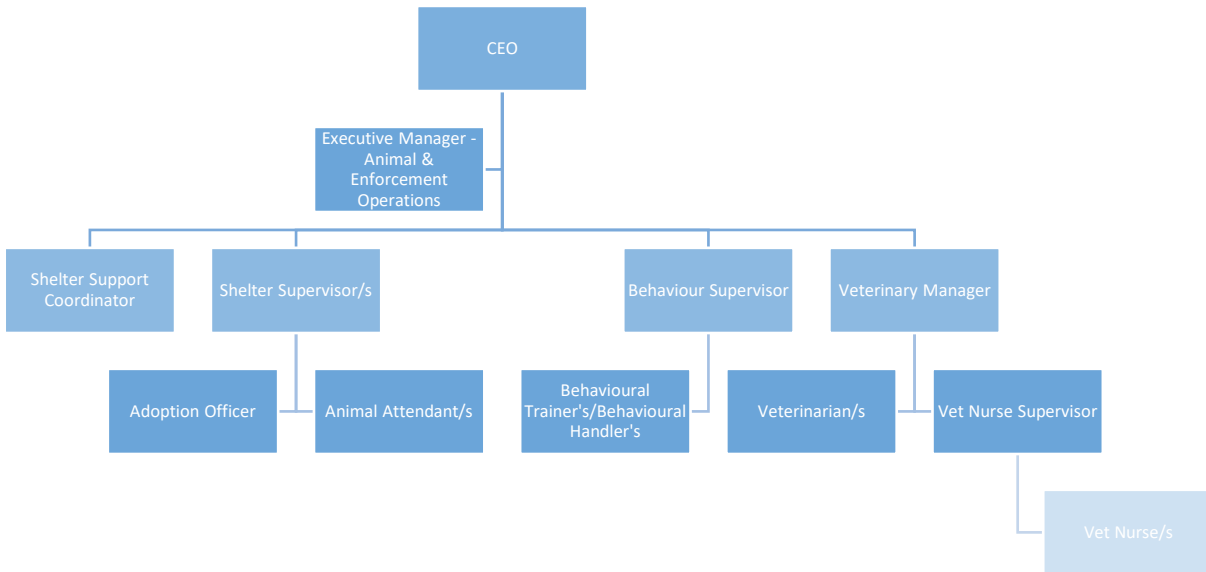


POSITION DESCRIPTION (BS-JDF 94)

POSITION DETAILS

Position title: Veterinarian Surgeon (Level 4)		
Department: Animal Services	Location: Malaga	Eligible to Work From Home: No

REPORTING RELATIONSHIP



ABOUT THE ORGANISATION <http://www.rspcawa.asn.au>

The Royal Society for the Prevention of Cruelty to Animals, Western Australia (RSPCA WA) is a not-for-profit, non-Government organisation. It was founded in 1892 and is the leading authority on animal welfare issues in WA. We work with Government, industry and the community to improve animal welfare.

RSPCA WA’s values are at the heart of the strong productive relationships that RSPCA WA has with its employees, stakeholders and the WA community. All employees share the objective of achieving better outcomes for animal welfare and commit to the organisational values which are:

- Compassionate
- Professional
- Ethical
- Customer-focused
- Respectful

RSPCA WA considers Five Domains which impact on the physical welfare and mental wellbeing of all animals:

- Nutrition
- Environment
- Health
- Behaviour
- Mental State

ROLE STATEMENT

The veterinary clinic based at the RSPCA Shelter in Malaga provides services for the shelter animals and the RSPCA Inspectorate. The facility is fully equipped with digital x-ray, ultrasound, surgivet monitor, in house biochemistry, CBC and pulse oximetry equipment. The role involves weekly rotations between surgery, shelter and wards (patient carers). As we do not offer a veterinary service to the public, there is no reception work but the role does still require liaison between departments and basic administration. This role is aimed at a Level 4 Veterinarian who has previous industry experience as is able to work completely independently to make decisions about animals in care.

CONTEXT

A dedicated team of veterinarians, vet nurses and animal attendants oversee the care of more than 1,500 animals at the Animal Care Centre each year. The Animal Care Centre has facilities for a wide range of animals including companion and farm animals and an adoption program to rehome animals when ready.

ACCOUNTABILITIES

1. Be able to make suggestions and assist with implementing new procedures in order to gain efficiencies.
2. Prepare and present reports on clinical activities to the Executive Manager of Animal Services. Contribute to prosecution cases where required.
3. Undertake routine veterinary examinations across all species to determine and recommend appropriate treatment.
4. Implement treatment plans and make necessary appointments etc., to ensure that animals move through the shelter quickly as receive treatment as needed
5. Support clinical staff in decisions and in difficult circumstances to ensure a high standard of treatment and staff morale is maintained.
6. Provide a high standard of surgical and medical care to animals in the shelter.
7. Identify the immediate and long term needs of animals and work with the Vet Services team and Shelter team to execute agreed action plans to meet the needs.
8. Establish and conduct quarantine and testing procedures that prevent the spread of diseases to other animals or to humans, and that comply with applicable government regulations.
9. Supervise Vet Nurses; provide correct instructions to ensure positive surgical and anesthetic animal outcomes.
10. Collaborate with the Finance Team/Veterinary Manager to ensure compliance of monthly, quarterly and yearly financial reconciliation.
11. Educate members of the public regarding responsible pet care and animal welfare.
12. Undertake animals under vet care audit to assist in efficiency of flow through the Shelter
13. Comply with work place policies and procedures, including Occupational Safety and Health and Equal Opportunity legislation
14. Plan, maintain and review effective personal performance plans in conjunction with the Line Manager and enable the achievement of agreed outcomes
15. Maintain a workplace free from all gossiping, bullying or behaviour which is discriminatory or derogatory, in accordance with workplace policies. This includes maintaining a positive, can-do attitude and speaking to people in a manner that is respectful and appropriate at all times
16. Conduct yourself in a manner that reflects the organisations values at all times. These are Professional, Ethical, Compassionate, Respectful and Customer Focused.
17. Provide assistance to volunteers and work experience students on a daily basis and maintain a friendly, helpful manner at all times. Volunteers or students should feel like they can approach an employee for help or assistance at any point and be given appropriate support so they can complete daily tasks in a safe manner

SELECTION CRITERIA

Essential

- Tertiary qualification recognised by the Veterinary Surgeon's Board and a significant level of expertise gained from working in industry
- Excellent written and verbal communication skills and the ability to forge highly productive working relationships.
- Experience in developing and promoting organisational effectiveness and implementing best practice.
- High competency level in both surgical procedures and medicine.
- Have the ability to prioritise tasks efficiently and utilise down time appropriately.

Desirable

- A good understanding of significant animal welfare issues in WA.
- Prior experience working with a variety of animals.
- Knowledge in quarantine/biosecurity practices.
- A good understanding of significant animal welfare issues in WA.
- Previous experience in a shelter environment.

COMMITMENT

My signature below indicates that:

- I have been provided with a copy of this Position Description.
- I have participated in discussions relating to this Position Description.
- I clearly understand its contents.
- I commit to complying with my role and accountabilities.
- I will clarify any confusion I may have with my line manager.

Signing this form indicates my acceptance of all aspects of the role, as outlined in this Position Description.

Employee name _____

Signature _____

Date _____

Version	Version author	Approver	Date Reviewed	Date of Approval
1.0	Hannah Dreaver Executive Manager Animal Services	Ben Cave EMBS & Interim CEO		4 Nov 2019
2.0	Emma Phillips Senior Manager People, Safety & Risk	Ben Cave General Manager	Dec 2019	
Next review:			December 2021	