

Position Description

POSITION DETAILS	
Position Title	Veterinarian
Position Classification	Band 1
Department & Business Unit	Operations, Animal Health and Behaviour
Manager	Senior Veterinarian
Organisational Context	<p>RSPCA Victoria is a non-government, community-based, not-for-profit organisation whose vision is 'ending cruelty to all animals'. We are Victoria's best-known and most respected animal welfare organisation.</p> <p>Our organisation's purpose is, with the community, to achieve outstanding animal welfare through education, advocacy, and animal care and protection. RSPCA Victoria's values – clarity and accountability, respect and consideration, and expertise and collaboration – set clear expectations for all our staff and volunteers as they work together, and with the community.</p>
Position Purpose	The Veterinarian is responsible for the provision of basic veterinary services for shelter and private animals in veterinary clinics operated by RSPCA Victoria, contributing to the achievement of the best possible welfare outcome for every animal in our care.

POSITION RESPONSIBILITIES
<ul style="list-style-type: none"> • Under supervision, provide basic veterinary services to shelter and private animals within RSPCA Victoria veterinary clinics in a professional and caring manner, including conducting basic medical consultations and surgical procedures; • Observing, documenting, reporting and treating health and behaviour concerns of animals in our care, as guided by the Senior Veterinarians; • Provide a high level of service to internal and external customers, as well as education, support and guidance to members of the public to influence positive animal welfare outcomes and promote the services of the organisation; • Ensure all necessary documentation relating to customer interactions and the management of animals within the veterinary clinic are recorded accurately in accordance with RSPCA Victoria procedures and required timeframes; • Contribute to a positive and inclusive work environment by effectively communicating and working collaboratively with peers within the veterinary clinic and across all other departments, and consistently behaving in accordance with the RSPCA Victoria values and associated policies; • Takes reasonable care for the safety of oneself and others, whilst contributing to safe work practices at RSPCA Victoria by knowing and complying with all WH&S policies and procedures; • Fulfil annual continuous professional development (CPD) requirements to maintain registration and currency of knowledge in veterinary science.



POSITION CAPABILITIES		
Capability	Level	Description
People Leadership	Active Contribution	Supports their team and actively contributes to the achievement of team goals.
Activity & Results Focus	Quality, Safety & Detail	Works in an organised and efficient way to achieve aims and provides feedback on safety and process improvements.
Knowledge & Communication	Listens & Shares	Communicates factual and relevant information at the right time and asks questions to gain clarity before acting.
Relationships	Respectful & Cooperative	Maintain respectful, cooperative relationships within teams and others in line with our values and team goals.
Personal Leadership	Resilience, Wellbeing & Growth	Consistently acts in accordance with RSPCA Victoria's values; Maintains personal wellbeing and resilience; self-aware, open to feedback, displays a willingness to grow and change.
Technical	Animal Handling and Behaviour	Effectively work with animals to provide quality care, enrichment, hygiene and husbandry to contribute to the best possible welfare outcomes for animals in our care.
	Animal Health and Rehabilitation	Qualified and capable to conduct basic medical consultations and surgical procedures under the guidance of Senior Veterinarians, including diagnosing veterinary related issues and recommending the appropriate treatment. Ability to fulfil the legal obligation to euthanise animals with minimal guidance, exercising their professional opinion in accordance with RSPCA Victoria policies and procedures.
	Clinic Operations	Understands and adheres to all relevant ethical guidelines and standard operating procedures and work instructions to ensure work practices are consistent with the Australian Veterinary Association (AVA) and other organisational and legislative requirements.

POSITION REQUIREMENTS	
Required	<ul style="list-style-type: none"> • A Bachelor of Veterinary Science, current Victoria Veterinary Surgeon Registration, microchipping license and radiation license; • Previous experience in an animal care role is highly desirable; • Ability to work in a fast paced and challenging work environment, whilst showing great care and compassion to the animals in our shelter; • Demonstrated experience working collaboratively in a team environment; • The ability to work rotating rosters including weekends and public holidays.
Recruitment Requirements	<ul style="list-style-type: none"> • Position requires a current and valid driver's license. • Current tetanus vaccination.

