

## Position Description

POSITION DETAILS	
<b>Position Title</b>	Veterinarian
<b>Position Classification</b>	Band 3
<b>Department &amp; Business Unit</b>	Operations, Animal Health and Behaviour
<b>Manager</b>	Senior Veterinarian
<b>Organisational Context</b>	<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>
<b>Position Purpose</b>	The Veterinarian is responsible for the provision of quality 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"> <li>• Provide veterinary services to shelter, private and Inspectorate animals within RSPCA Victoria veterinary clinics in a professional and caring manner, including conducting complex medical consultations and surgical procedures and providing detailed advice in complicated areas of veterinary science;</li> <li>• Observing, documenting, reporting and treating health and behaviour concerns of animals in our care;</li> <li>• 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;</li> <li>• Ensure all necessary documentation relating to customer interactions and the management of animals within the veterinary clinic are recorded in accordance with RSPCA Victoria procedures;</li> <li>• 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;</li> <li>• Provide education, support, training and guidance to less experienced team members to build their knowledge, skills and experience as Veterinarians, to enhance the reputation and capability of RSPCA Victoria veterinary clinics;</li> <li>• Contribute to the development and implementation of standard operating procedures and work instructions to fulfil organisational and legislative requirements in the management of RSPCA Victoria veterinary clinics;</li> <li>• 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&amp;S policies and procedures;</li> <li>• Fulfil annual continuous professional development (CPD) requirements to maintain registration and currency of knowledge in veterinary science.</li> </ul>



POSITION COMPETENCIES			
	Competency	Description	Level
Technical Competencies	<b>Animal Handling and Behaviour</b>	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.	Advanced
	<b>Animal Health and Rehabilitation</b>	Qualified and capable to conduct complex medical consultations and surgical procedures, including diagnosing complicated 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.	Advanced
	<b>Clinic Operations</b>	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.	Advanced
	<b>Customer Service</b>	Provides customer service by attempting to meet or exceed customer expectations and enhance the reputation of RSPCA Victoria, including the careful management of unsatisfied customers.	Advanced
	Behavioural Competencies	<b>Communication</b>	Clearly conveys information and ideas through verbal and non-verbal cues in a way that respectfully helps colleagues and customers to understand and retain the message.
<b>Safety Awareness</b>		Awareness of conditions and situations that may affect the safety of oneself and the safety of others. Performs responsibilities safely and in accordance with relevant WH&S policies and procedures at all times.	Advanced
<b>Resilience</b>		Maintains performance and self-control under pressure or adversity and displays ability to recover quickly from difficult or tough situations.	Competent
<b>Team Membership</b>		Participates willingly and effectively with colleagues across all departments to foster a positive work environment conducive to collaborative efforts.	Competent
<b>Time Management</b>		Establishes a systematic course of action for self or others to ensure the accomplishment of objectives to the standards required. Sets priorities, goals, and timetables to achieve maximum productivity and provide high quality care to our animals.	Competent
Leadership Competencies	<b>Problem Solving</b>	The ability to identify and break down problems, assess and interpret options and use research, experience and judgement to develop sound and timely solutions.	Advanced
	<b>Coaching and Mentoring</b>	Recognise, encourage and support the training and development of less experienced employees and volunteer's knowledge and capabilities within formal and informal means.	Competent
	<b>Decision Making</b>	Makes informed, timely and effective decisions authoritatively and wisely, after adequately contemplating various available courses of action.	Competent

POSITION REQUIREMENTS	
<b>Required</b>	<ul style="list-style-type: none"> <li>A Bachelor of Veterinary Science, current Victoria Veterinary Surgeon Registration, microchipping license and radiation license;</li> <li>Extensive experience practicing as a Veterinarian in a shelter or private clinic environment, with the ability to conduct complex medical consultations and</li> </ul>



	<p>surgical procedures and provide detailed advice in complicated areas of veterinary science;</p> <ul style="list-style-type: none"><li>• Ability to work in a fast paced and challenging work environment, whilst showing great care and compassion to the animals in our shelter;</li><li>• Demonstrated experience working collaboratively in a team environment, including the ability to develop the capability of less experienced team members;</li><li>• The ability to work rotating rosters including weekends and public holidays.</li></ul>
<b>Recruitment Requirements</b>	<ul style="list-style-type: none"><li>• Position requires a valid Victorian Driver's License and current tetanus vaccination.</li></ul>

