

Reports to	Veterinary Clinical Services Manager	Business Unit	Animal Operations
Role Purpose			
The Veterinarian improves the welfare of animals by providing veterinary treatment and care to RSPCA South Australia animals.			
Key Responsibilities			
<ul style="list-style-type: none"> ✿ Lead and positively role model the RSPCA SA's zero harm safety culture in the workplace; foster the development of attitudes and beliefs of employees that support safe behaviour. Provide WHS advice, coaching and practical support to employees to ensure compliance with WHS Management System. Implement and monitor workplace health and safety and injury management policies, procedures and programs to achieve and maintain health and safety standards and meet legislative requirements. ✿ Assist with building an effective team by successfully leading and supervising volunteers (including work experience and students); attend daily shift meetings, assist volunteers to achieve assigned tasks and monitor performance against requirements of the tasks to ensure tasks are successfully completed and a consistent high level of animal care is provided. Support volunteers and address any performance issues to develop and strengthen volunteer skills and performance. ✿ Assist with identify volunteer training requirements to enhance capability and performance, make training recommendations to the Animal Care Manager. ✿ Ensure volunteers are provided with thorough induction, training and resources to perform their duties safely, to the required expectation, and to enhance animal welfare knowledge. ✿ Be the first point of contact for volunteer queries and issues; investigate and resolve work issues, or assist volunteers to resolve work issues, as they arise through counselling and coaching. Escalate complex matters or unresolved issues to the Chief Vet. ✿ Handle, examine, assess, diagnose and treat domestic animals. ✿ Identify the immediate and long term needs of animals and work with the Vet Services team and animal care team to implement agreed action plans to meet the needs. ✿ Contribute to continuous improvement by providing recommendations to Chief Vet for improving efficiency and effectiveness. ✿ Assist with formulating, reviewing and implementing policies, procedures and processes. Train and monitor staff and volunteers to ensure compliance. Model Leadership behaviour that supports compliance. ✿ Accurately diagnose illnesses in a variety of different animals; prescribe accurate surgical treatment and/or appropriate medication. ✿ Collect body tissue, faeces, blood, urine, or other body fluids for examination and analysis. ✿ Operate diagnostic equipment such as radiographic and ultrasound equipment, and interpret the resulting images. ✿ 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. ✿ Perform accurate spay and neutering of animals. ✿ Perform accurately surgeries and out of hours emergency operations, including managing anaesthesia. ✿ Supervise Vet Nurses; provide correct instructions to ensure positive surgical and anaesthetic animal outcomes. ✿ Manage the post-surgical monitoring and care of patients; this may include delegating tasks to nurses to ensure positive animal outcomes. ✿ Communicate recovery plans to carers (foster carers, animal care staff, volunteers, adopters); schedule check-ups as needed. ✿ Meet and consult with the owners and foster carers of animals to discuss medical concerns/treatments. ✿ Carry out health checks and administer vaccinations and preventative parasite medication. ✿ Accurately prescribe and administer medication, and comply with legislative requirements in use of S4 pharmaceuticals, and the use and recording of use, of S8 pharmaceuticals. ✿ Complete accurate animal record keeping into relevant databases and other established record management systems within the specified timeframe. ✿ Educate the members of public about diseases that can be spread from animals to humans. ✿ Assist RSPCA Inspectorate with welfare and cruelty cases; provide diagnostic and therapeutic services and following caseload through to conclusion, and provide advice and written reports as required to the Inspectorate officers. ✿ Liaise with Animal Care Manager (Dog Care) to discuss the management of problem behaviour cases, and to prescribe appropriate S4 pharmaceutical medication, at veterinary discretion. ✿ Represent RSPCA SA in court proceedings relating to alleged animal mistreatment and cruelty, as required. ✿ Lead or participate in special projects, as required. 			

Key relationships

Internal - Head Veterinarian, Head of Animal Operations, senior and executive leaders, veterinarians, vet nurses, animal care staff, inspectors, rescue officers, other department employees.

External Contacts - veterinarians, animal welfare industry representatives, members of the public, interstate counterparts

Key Competencies

Winning Commitment - Builds positive and trusting relationships with internal and external stakeholders to meet business objectives. Develops networks that enables business to be delivered in an efficient and effective way. Encourages collaboration and commitment with various stakeholders to deliver the best service or outcome.

Communication - Expresses ideas effectively in individual and group situations (including verbal and nonverbal communication); clearly expresses ideas in memo, letters or reports that have appropriate organisation and structure, correct grammar, and language and terminology; and adjusts language tones to the characteristics and needs of the audience.

Resilience - Continues to perform effectively when faced with time pressures, adversity, disappointment, or opposition. Remains focused, composed, and optimistic in difficult situations and bounces back from failure or disappointment.

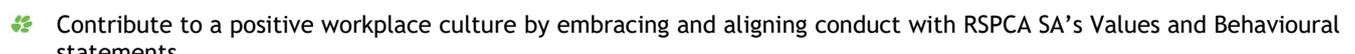
Delivering Results - Being energetic and tenacious in the achievement of goals. Takes initiatives which often involve calculated risks and demonstrates the personal drive to do things better, more effectively, and in a way that exceeds goals and targets. It includes looking for new challenges and not being satisfied with the status quo, but not making change for change's sake.

Operational Planning - Determines short term objectives and action steps for achieving them, including efficient use of personnel, equipment, facilities, and other resources in order to accomplish a project or initiatives. Determines how to schedule and coordinate activities among individuals, teams, and work departments.

Decision making - Possesses the ability to use sound judgement to make informed decisions which take into account financial/resource management. Creates evidence based strategies and plans which take into account different options, benefits, risks and solutions to make effective decisions even in time critical situations.

Expectations

It is expected that all RSPCA South Australia employees will:

-  Contribute to a positive workplace culture by embracing and aligning conduct with RSPCA SA's Values and Behavioural statements.
 - ✓ Compassion - we are empathetic, caring and considerate.
 - ✓ Courage - we are brave and determined to stand by our principles.
 - ✓ Integrity - we are ethical, honest and transparent with ourselves, our supporters and the community.
 - ✓ Leadership - we are the driving force to motivate and inspire positive change in animal welfare.
 - ✓ Achievement - we are focussed on our objectives and continuously strive towards our goals.
 - ✓ Collaboration - we work as a team and foster partnerships to maximise outcomes.
 - ✓ Innovation - we are creative and daring in our thinking - we seek new ideas and new ways.
-  Understand and work in accordance with RSPCA South Australia's Policies and Procedures.
-  Have a sincere commitment to animal welfare.

Experience & Knowledge

-  Bachelor degree in Veterinary Science, registered in South Australia.
-  3 years year plus demonstrated experience in a small busy animal practice.
-  Experience in a Shelter environment, an advantage.
-  Experience with handling aggressive, sick and injured animals.

Requirements

-  Some weekend or out of hours work will be required.
-  Current Class C driver's licence.
-  Some interstate and intrastate travel may be required.