U-Vet Werribee Animal Hospital  
Faculty of Veterinary and Agricultural Sciences  

**Veterinarian (Intern)**

**POSITION NO** 0054271

**CLASSIFICATION** UOM 7

**SALARY** $96,002 - $103,921 p.a. (pro rata for part-time)

**SUPERANNUATION** Employer contribution of 17%

**WORKING HOURS** Full-time

**BASIS OF EMPLOYMENT** Fixed-term positions available for up to 12 months

**OTHER BENEFITS** https://about.unimelb.edu.au/careers/staff-benefits

**HOW TO APPLY** Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option (‘Current Opportunities’ or ‘Jobs available to current staff’), then find the position by title or number.

**CONTACT FOR ENQUIRIES ONLY** Professor Josh Slater  
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*Please do not send your application to this contact*

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*For information about working for the University of Melbourne, visit our website: about.unimelb.edu.au/careers*
**Position Summary**

The Veterinarian will participate in a 14-month internship and is suitable for recently graduated veterinarians, who want to build their knowledge and clinical skills. Choosing to undertake an internship is an important step in many veterinary careers to learn best practice and be exposed to a wide range of clinical approaches. U-Vet Werribee Internship Program is aimed to provide a broad level of experience in small animal practice, with the flexibility to focus on areas that stimulate interest.

Successful candidates will be primarily involved in Primary Care, Emergency and in-patient care/critical care, with additional experience in our Referral Services (small animal medicine and small animal surgery) and Anaesthesia, supplementary observational experience in pathology, clinical pathology, diagnostic imaging and study time.

The program will be mainly Primary Care & Emergency plus OOH in-patient care (70%), with supplementary rotations in Referral Services and Anaesthesia (20%) and supplementary observational experience in pathology, clinical pathology, diagnostic imaging plus study time (10%). All experience and training will be gained on the clinic floor. The would be no UoM qualification attached to the program, although interns would receive a certificate of completion.

Veterinarian interns will enjoy:
- Exposure to a broad caseload with interesting, challenging and diverse cases;
- A focus on training skills that will serve throughout your career;
- A structured learning program with mentoring, academic support and feedback;
- A culture focussed on both individual growth and team work;
- Access to advanced medical and surgical equipment and facilities.

The Veterinarian will provide excellent patient care and veterinary services at the University of Melbourne’s Faculty of Veterinary and Agricultural Sciences. Working within the University’s veterinary teaching hospital, the U-Vet Werribee Animal Hospital (U-Vet), which provides a range of veterinary services to the public, this position will provide high level of quality veterinary care and advice across a range of services throughout the course of the internship. The Veterinarian will engage with clients, the community and the veterinary profession, aiming to provide first class patient care and advice, as well as increase the profile of U-Vet and the Faculty.

As a Veterinarian appointed within a University structure and as U-Vet is a veterinary teaching hospital, in addition to providing veterinary services this position will contribute to student clinical teaching and rotations as required.

This position will be primarily located at the Werribee campus of the University of Melbourne but will be expected to teach and to attend meetings, seminars and conferences at other campuses or facilities from time to time.

The Veterinarian may be required to complete rotation at partner veterinary practices as required.

### 1. Key Responsibilities

#### 1.1 VETERINARY AND CLINICAL SERVICES
Provide excellent veterinary services to patients and clients, ensuring that clinical services meet the standards of national and international accreditation bodies.

Work with academic and professional staff and residents in a range of clinical disciplines in the hospital.

Working as part of the clinical team, assess and examine patients to diagnose medical and surgical conditions, including carrying out diagnostic imaging and clinical pathology investigations, and formulating and delivering treatment plans.

Educate clients on the importance of preventive veterinary health care, including vaccinations, heartworm treatments, flea and tick treatments and positive diet and lifestyle choices for animals.

Triage emergencies and prioritise traumatic injuries and serious illnesses to ensure that all animals receive time sensitive care.

Maintain accurate clinical and regulatory records and ensure prompt, regular communication with clients.

Act as a role model and mentor for veterinary students and work collaboratively with residents and colleagues and demonstrate a student-centred approach.

Ensure accurate and appropriate billing of clients whose animals are treated in conjunction with the Hospital Support team and relevant area specific Veterinary Nurses.

Promote U-Vet clinical services to the general public.

Work proactively and collaboratively with clinicians in other referral services to deliver optimal patient care across the hospital.

Participate in a flexible rotating roster to provide ongoing care to patients of U-Vet, including providing out of hours in-patient care and emergency services, and provide support to students, nurses and other professional and academic colleagues.

Support and take part in clinical governance programmes and promote evidence-based practice.

1.2 COLLABORATION AND LEADERSHIP

Actively participate and assist with the development of continual improvement initiatives.

Role model the values of collaboration, teamwork, respect, integrity and accountability.

In consultation with Heads of Service, contribute to engagement activities within the local community and wider veterinary profession.

Ensure a client focus by responding to feedback from clients and referring veterinary practices under the direction of senior staff.

1.3 RESPONSIBILITY AND COMPLIANCE

Maintain a sound knowledge of the ethical and professional requirements required of registered veterinarians in the State of Victoria as specified by the Veterinary Practitioners Registration Board of Victoria.

Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others.

Ensure a thorough understanding of all contractual commitments and deliverables and the legal and regulatory frameworks referenced.
Reliably follow communications protocols and/or policies as appropriate.

Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 5.

Behavioural Expectations - All staff are expected to maintain the following behaviours:

- Treat everyone equitably; act fairly with staff and demonstrate respect for diversity
- Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration.

2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address the following Criteria in their application. Please visit the University website how to address Essential Selection Criteria

2.1 ESSENTIAL

- An awarded Bachelor of Veterinary Sciences, Doctor of Veterinary Medicine Degree or equivalent veterinary degree registrable in Victoria.
- Evidence of satisfactory skills, knowledge and competency in veterinary science commensurate with experience.
- Demonstrated ability to formulate treatment plans for patients.
- Demonstrated evidence of communicating compassionately and tactfully to clients regarding their animals.
- Well-developed interpersonal and skills with the ability or potential to build and maintain relationships with staff and clients, external stakeholders and an ability to tailor information to different audiences in a diverse environment.
- Demonstrated evidence of the ability to work collaboratively as a member of a team with a wide diversity of background, interests and at a variety of locations.
- Demonstrated high level organisational skills and record keeping capabilities as well as demonstrated ability to prioritise a range of tasks, manage time effectively and meet deadlines in a busy environment.

2.1 SPECIAL REQUIREMENTS OF THIS POSITION

- As the Faculty of Veterinary and Agricultural Sciences is located over several metropolitan and regional campuses, staff may be required to travel to, or work from, other sites and campuses as required.
- As a veterinarian working within a 24/7 veterinary hospital, you will be required to participate in a flexible rotating roster which will include being on-call, working outside of the spread of ordinary hours of work, weekends, public and University holidays.
- This position will require physical activity including manual handling and animal restraint.
- You are required to have current vaccination status for Tetanus, Hepatitis A and B and Q fever.
- This role will be expected to adhere to Veterinary Hospital infection control guidelines.
- This position requires the incumbent to hold a current and valid Working with Children Check.
3. Job Complexity, Skills, Knowledge

3.1 LEVEL OF SUPERVISION / INDEPENDENCE

The Veterinarian operates under the broad direction of the relevant Head of Service and is responsible for providing high standards of patient care and client services. The position will operate with a degree of autonomy and with the capacity for independent decision making relevant to the level of appointment.

3.2 PROBLEM SOLVING AND JUDGEMENT

The Veterinarian will require excellent interpersonal and communication skills, initiative and judgement. This position will work under a broad range of policies and procedures and identify specific solutions within a complex environment.

The Veterinarian is expected to provide clinical veterinary support and advice and have the capacity to manage complex caseload in a busy and rapidly changing environment.

The Veterinarian will escalate matters to senior staff as necessary.

3.3 PROFESSIONAL AND ORGANISATIONAL KNOWLEDGE

The Veterinarian will have detailed knowledge of organisational policies, procedures and SOPs in order to manage clinical caseload and provide client services.

3.4 RESOURCE MANAGEMENT

The Veterinarian will be responsible for maintaining stock levels in consultation rooms, and other hospital spaces as necessary. The position will ensure accurate clinical case notes are recorded in a timely and efficient manner.

3.5 BREADTH OF THE POSITION

The Veterinarian liaises with a broad range of internal stakeholders including academic and professional staff, as well as external stakeholders such as clients and referring veterinarians and practices.

4. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University’s People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.
The University values diversity because we recognise that the differences in our people’s age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

5. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

6. Other Information

6.1 FACULTY OF VETERINARY AND AGRICULTURAL SCIENCES

http://fvas.unimelb.edu.au/

The Faculty of Veterinary and Agricultural Sciences is a leader in agricultural, food and veterinary science education and research in Australia.

The faculty comprises the Melbourne Veterinary School and the School of Agriculture and Food. The faculty operates across three campuses: Parkville, Werribee and Dookie. We acknowledge and pay respect to the traditional owners of the lands upon which these campuses are situated, the Wurundjeri and Boon Wurrung peoples and the Yorta Yorta Nation. In addition to education and research, the faculty operates a veterinary hospital at Werribee, a broadacre farm at Dookie, and an equine hospital in Shepparton.

As a faculty within the University of Melbourne, we share the core purpose of benefiting society, and the guiding aspiration to be a world-leading and globally connected Australian university with students at the heart of everything we do. We are dedicated to improving animal health, sustainable agricultural practice and food security through cross-disciplinary and collaborative research. Our focus on quality teaching spanning agricultural, food, and veterinary sciences, aims to equip tomorrow’s leaders with the skills and knowledge to solve global issues. The faculty aspires to be the destination of choice in Australia and one of the finest in the world in the fields of agriculture, food, animal health and veterinary sciences for students, teachers, researchers, collaborators and investors.

Our research capabilities and expertise are focused on solving real-world problems and creating healthier and more productive communities and environments, both in Australia and globally. Interdisciplinarity and cooperation between our research disciplines underpin the faculty’s One Health approach – recognising the inextricable link between human, animal, plant and environmental health. The faculty has particular research strengths in animal diseases, zoonotic infectious diseases, production animal systems (including dairy and red meat), animal welfare, soil and plant sciences, agricultural innovation and
sensory food science. We have strong links with industry, policy makers, other research institutions and the wider community.

The faculty provides the only professional-entry veterinary medicine program in Victoria and offers one of the most comprehensive educational programs in agricultural and food science in Australia. Our programs range from custom-education short courses to masters courses and cover a wide variety of undergraduate and postgraduate subjects across agriculture, food, and veterinary science. Our flagship courses are the Bachelor of Agriculture, the Master of Agricultural Sciences, the Master of Food Science, and the Doctor of Veterinary Medicine.

6.2 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia’s premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at http://about.unimelb.edu.au/careers

6.3 ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

› We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.

› We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.

› We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

› We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.
6.4 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at https://about.unimelb.edu.au/strategy/governance