

POSITION DESCRIPTION

Position Title:	Veterinary Clinician -Small Animal Primary Care
Organisation Unit:	School of Veterinary Science
Type of Employment:	Full Time – Fixed Term (12 Months)
Classification:	Hew 6/7
Location	Gatton

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver **knowledge leadership for a better world**.

UQ ranks in the world's top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (45), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (69). UQ again topped the nation in the prestigious Nature Index, and our Academic Ranking of World Universities result in the field of Life and Agricultural Sciences is the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland's highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia's Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a \$1.8 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in

research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of \$11billion+ (see <http://uniquet.com.au/our-track-record>).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

The School of Veterinary Science has a rich history, having been founded in 1936, and with a reputation for graduating highly capable veterinarians. The Veterinary Science program at UQ has full accreditation with the Australasian Veterinary Boards Council, the Royal College of Veterinary Surgeons and the American Veterinary Medical Association. The School also contributes to programs in veterinary technology and animal & veterinary bioscience. The respected QS World Rankings recently ranked UQ as 22nd in the world in the field of Veterinary Science.

Organisational Environment

The Faculty of Science is recognised as a powerhouse for some of the world's leading scientists, teachers, science programs and commercial outcomes. The Faculty is one of the largest Science groupings in Australia, with approximately 1100 (equivalent full-time) staff, and about 7500 (equivalent full-time) students.

Throughout its Schools and Centres, the Faculty unites the disciplines of agriculture and animals, biomedical and biological sciences, chemistry, earth sciences, food sciences, geography, marine science, maths and physics, the environment and veterinary science.

With strong links between the enabling and applied sciences, UQ researchers and graduates are working on a wide range of groundbreaking projects from the molecular characterisation of drug resistant bacteria that affect piglets through to finding better treatments for illness and rehabilitation of the environment.

Information about the Faculty may be accessed on the Faculty's web site: <http://www.science.uq.edu.au/>

The **School of Veterinary Science** has high quality facilities at the UQ Gatton Campus, providing the teaching, research and clinical infrastructure and resources to further develop its strong reputation as a leading provider of veterinary training, research and clinical care.

The Veterinary Teaching Hospital is an organisational unit within the School that includes all of the School's outstanding clinical facilities. UQ VETS Equine Hospital is largely referral based hospital with advanced facilities and offers a 24 hour emergency medical and surgical service. UQ VETS Small Animal Hospital boasts the latest in veterinary medical and surgical diagnostic and treatment options for small animals, birds, exotic pets and wildlife, as well as a 24 hour Emergency and Critical Care service. UQ VETS Dayboro is a mixed practice 45 minutes north of Brisbane servicing both commercial and hobby farmers offering a balanced mix of small and large animals. The UQ VETS Clinical Studies Centre facilitates and provides support to pre-clinical and clinical training in companion animals as well as a renowned research hub for clinical and behavioural research. The Centre includes a 16 – table surgical teaching facility, and is also used for veterinary continuing education events. The Clinical Studies Centre is also home to the School's Pets-for-Life Adoption Program. UQ staff also supervise clinical placements at the RSPCA's Brisbane Animal Care Campus, Wacol.

The UQ Veterinary Laboratory Services provides an efficient pathology service to the hospitals and other clients through our core disciplines of clinical pathology, anatomical pathology, microbiology and parasitology. It also provides laboratory support for veterinary teaching and research.

The school opened the Student Clinical Skills Hub in May 2016. This facility houses a range of low and high fidelity models to reduce use of live animals and cadavers in teaching, and to enhance veterinary clinical skills training. At the HUB, individual students can practice their clinical skills until they are confident and competent. The facility also has a simulated client communications laboratory with both static, online, and interactive simulations, and access to a range of training models to facilitate development of fine motor skills (e.g. suturing), procedural techniques, and cognitive/diagnostic competences.

Information about the Faculty and the School may be accessed on the Faculty's web site at <http://www.uq.edu.au/vetschool/>.

Diversity and Inclusion

The School recognizes and values equity and diversity, and encourages applications from any individual who meets the requirements of this position irrespective of gender, sexuality, race, ethnicity, religion, disability, age or other protected attributes. The School strives to provide an inclusive working environment, and along with the University is committed to supporting staff with family and caring responsibilities by providing policies, programs and initiatives to help balance work and family responsibilities.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - <http://www.uq.edu.au/current-staff/working-at-uq>

DUTY STATEMENT

Primary Purpose of the Position

The position will be responsible for providing high quality, relationship-centred care to small animal patients, within the Small Animal Hospital situated on the Gatton campus. The appointee will participate in the management of cases presenting to the primary care service, which may include urgent or emergency cases presenting to the afterhours or weekend clinical service. In addition to ensuring excellence in clinical care, the incumbent will actively participate in the clinical teaching and instruction of undergraduate veterinary science and veterinary technology students, as well as clinical training and mentoring of small animal interns and junior clinicians.

Duties

Duties and responsibilities include, but are not limited to:

HEW 6	HEW 7
Clinical Service	
Provide high quality, relationship-centred care to small animal patients and clients, and independently manage routine veterinary services.	Provide high quality, relationship-centred care to small animal patients and clients, and independently manage both routine and difficult veterinary cases.

Provide care for wildlife cases when needed	Provide care for wildlife cases when needed
Provide an excellent clinical role model for students and colleagues.	Provide an excellent clinical role model for students and colleagues.
Be able to identify more complex or difficult veterinary cases and seek assistance from experienced veterinary staff on these cases	Be able to provide mentoring and clinical leadership to junior staff in managing more difficult or complex clinical cases
Develop expertise in clinical veterinary service	Continue to develop expertise in clinical veterinary service
Identify and contribute to opportunities for improvement within the hospital	Identify and contribute to opportunities for improvement within the hospital
Clinical Teaching	
Assist in the clinical training of undergraduate and postgraduate students through demonstration and practical instruction	Actively participate in clinical training of undergraduate & postgraduate students, interns and residents
Develop expertise in clinical teaching	Continue to develop expertise in clinical teaching
Service and Engagement	
Actively promote and foster the School's relations with industry, government departments, professional bodies and the wider community.	Actively promote and foster the School's relations with industry, government departments, professional bodies and the wider community.
Actively participate in CE events for personal development	Actively participate in CE events for personal development
Management and Administration	
Contribute to daily operations and management of the service and practice good business management.	Contribute to daily operations and management of the service and practice good business management.
Other duties as directed by Service Heads , the Hospital Director, management staff, and the Head of School.	Other duties as directed by Service Heads , the Hospital Director, management staff, and the Head of School.

Other

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:

- the [University's Code of Conduct](#)
- requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University or Institute/School
- the adoption sustainable practices in all work activities and compliance with associated legislation and related University [sustainability responsibilities and procedures](#)
- requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related [responsibilities and procedures](#) developed by the University
- The Veterinary Surgeon's Act and the Queensland Health Act

Organisational Relationships

The position reports to the Primary Care Service Leaders.

SELECTION CRITERIA

Hew 6	Hew 7
A Bachelor of Veterinary Science or equivalent degree, registrable in Queensland.	A Bachelor of Veterinary Science or equivalent degree, registrable in Queensland.
Relevant and recent experience in general practice or emergency and critical care.	Relevant experience in an Emergency and Critical Care focused practice and/or Award of membership of ANZCVS in Emergency and Critical Care.
Demonstrated relationship-centered approach to veterinary care, with a commitment to developing genuine partnerships with the entire healthcare team, including the client.	Demonstrated relationship-centered approach to veterinary care, with a commitment to developing genuine partnerships with the entire healthcare team, including the client.
Demonstrated accountability and a proactive attitude with the enthusiasm and drive to identify and contribute to improvements within the Small Animal Hospital.	Demonstrated accountability and a proactive attitude with the enthusiasm and drive to identify and contribute to improvements within the Small Animal Hospital.
Commitment and enthusiasm for the education of Veterinary Science and Veterinary Technology students.	Commitment and enthusiasm for the education of Veterinary Science and Veterinary Technology students.
Capacity to serve as an excellent clinical veterinary role model.	Capacity to serve as an excellent clinical veterinary role model
An understanding and knowledge of relevant legislative and professional requirements relating to veterinary practice in QLD and to veterinary health and safety requirements.	An understanding and knowledge of relevant legislative and professional requirements relating to veterinary practice in QLD and to veterinary health and safety requirements.
Ability to establish effective professional relationships and to represent the School of Veterinary Science to the university and wider community, including industry, government and professional bodies.	Ability to establish effective professional relationships and to represent the School of Veterinary Science to the university and wider community, including industry, government and professional bodies.
Demonstrated effective interpersonal, teamwork, negotiation and consultation skills and formal written and oral communication skills.	Demonstrated effective interpersonal, teamwork, negotiation and consultation skills and formal written and oral communication skills.

Competencies required for progression from Hew 6 to Hew 7

- Award of membership of ANZCVS or equivalent
- Clinical experience in the area of General Practice or Emergency & Critical care of more than 4 years.

Vaccinations and Immunisation

It is a condition of employment for this role that if you are required now or in the future, to work or interact in Queensland Health clinical facility; or in an equivalent clinical health facility; or health care role; or will be required to perform work tasks that put you at risk of exposure to vaccine-preventable disease you are required to be immunised against, and remain immunised against, certain vaccine preventable diseases (VPDs) in accordance with the University's Vaccinations and Immunisation Guidelines (PPL 2.60.08). The employee is required to provide evidence of immunisation against VPDs.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University's Diversity and Inclusion webpage (<http://www.uq.edu.au/equity>) for further information and points of contact if you require additional support.

This role is a full-time position; however flexible working arrangements may be negotiated.

Accessibility requirements and/or adjustments can be directed to *the contact person listed in the advertisement.*