



Australia's
Global
University

Position Description

Animal Welfare Officer

*Position Number: 00048370
Position Title: Animal Welfare Officer
Date Written: August 2019*

*Faculty / Division: Division of Research
School / Unit: Research Ethics Compliance Support
Position Level: Level 8*

ORGANISATIONAL ENVIRONMENT

UNSW is currently implementing a ten-year strategy to 2025 and our ambition for the next decade is nothing less than to establish UNSW as Australia's global university. We aspire to this in the belief that a great university, which is a global leader in discovery, innovation, impact, education and thought leadership, can make an enormous difference to the lives of people in Australia and around the world.

Following extensive consultation in 2015, we identified three strategic priority areas. Firstly, a drive for academic excellence in research and education. Universities are often classified as 'research intensive' or 'teaching intensive'. UNSW is proud to be an exemplar of both. We are amongst a limited group of universities worldwide capable of delivering research excellence alongside the highest quality education on a large scale. Secondly, a passion for social engagement, which improves lives through advancing equality, diversity, open debate and economic progress. Thirdly, a commitment to achieving global impact through sharing our capability in research and education in the highest quality partnerships with institutions in both developed and emerging societies. We regard the interplay of academic excellence, social engagement and global impact as the hallmarks of a great forward-looking 21st century university.

To achieve this ambition, we are attracting the very best academic and professional staff to play leadership roles in our organisation.

UNSW BEHAVIOURS

UNSW recognises the role of employees in driving a high-performance culture. The behavioural expectations for UNSW are below.



Values in Action
Our UNSW Behaviours



OVERVIEW OF RELEVANT AREA AND POSITION SUMMARY

The Research Ethics & Compliance Support (RECS) team coordinates committees and processes for research involving humans, animals, gene technology, radiation safety and research export controls and provides advice on legislative and other requirements in these areas. Committees include the Human Research Ethics Committee (HREC) and its Human Research Ethics Advisory Panels (HREAPs), the Animal Care & Ethics Committee (ACEC), the Institutional Biosafety Committee (IBC), and the Radiation Safety Committee (RSC). RECS also coordinates other research compliance areas such as export controls, drone use and biosecurity.

As an integral member of the RECS Animal Care team, the Animal Welfare Officer (AWO) promotes a high standard of animal care for laboratory animals used in research and teaching by providing support to researchers and animal facility staff in all matters relating to animal health and wellbeing. As a member of the Animal Care team, the AWO works collaboratively with the Animal Care and Ethics Committees (ACECs), members of RECS, University staff and researchers to ensure compliance in animal research ethics.

The AWO also contributes to the development and delivery of training programs in laboratory animal procedures. The AWO is responsible for developing, implementing and managing a comprehensive hands-on training program in commonly used laboratory animal procedures and liaises with University researchers and staff to promote an effective training platform.

The role of Animal Welfare Officer reports to Director Animal Care and has no direct reports.

RESPONSIBILITIES

- In coordination with and under the direction of the Director of Animal Care (DAC) and Senior Animal Welfare Officer, provide appropriate monitoring and veterinary support to laboratory animals used in research and teaching including liaising with animal facility staff, researchers and ACEC to ensure animal wellbeing.
- Contribute to the implementation of training programs for UNSW staff and students to ensure animal ethics training compliance and conduct laboratory animal-based procedure competency training within UNSW.
- Contribute to the development and implementation of guidelines, policies, and procedures related to the use of animals for research and teaching.
- Conduct regular inspections of approved projects and animal facilities overseen by the UNSW ACEC to ensure compliance and adherence with the Australian Code for the Care and Use of Animals for Scientific Purposes (Australian Code), legislation, guidelines, policies and management of the animal transfer and animal tissue-sharing program.
- Support animal-based research at UNSW by providing specialist veterinary and animal care advice on proposed procedures in animal ethics applications to ensure animal wellbeing.
- Undertake other responsibilities as required from time to time by the DAC and Director RECS to support research ethics compliance.
- Cooperate with all health and safety policies and procedures of the university and take all reasonable care to ensure that your actions or omissions do not impact on the health and safety of yourself or others.

SELECTION CRITERIA

- Bachelor of Veterinary Science degree with a high level of understanding on the theories and principles of animal-based research, animal ethics and welfare, and research ethics.

- Demonstrable understanding of Australian Commonwealth and NSW State regulations, and Codes of Conduct pertaining to the care and use of animals in research and teaching, the Australian Code and Animal Research legislation.
- Demonstrated experience in undertaking or providing animal wellbeing support in laboratory animal-based research activities and procedures in either a Higher Education or Industry environment.
- Proven ability to produce written protocols for animal procedures and implement changes to improve processes.
- Proven experience in delivering laboratory-animal based procedures training online or in person.
- Excellent interpersonal, oral and written communication skills and the demonstrated ability to work with stakeholders across organisational units.
- Demonstrated computing skills and proven ability to quickly learn new electronic management systems and teaching platforms to facilitate online training and web-based promotion of best practice in animal care.
- Knowledge of health and safety responsibilities and commitment to attending relevant health and safety training.

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.