

Veterinary Pathologist

Statement of Duties

Position number:	707084
Award/Agreement:	Tasmanian State Service Award
Classification level:	Professional Stream, Band 3
Division/branch/section:	Biosecurity Tasmania/Animal Health Laboratory
Full Time Equivalent (FTE):	1.0 FTE
Location:	Mt Pleasant
Employment status:	Permanent
Ordinary hours per week:	36.75 hours per week
Supervisor:	Principal Veterinary Pathologist

Position Objective

As a senior professional practitioner, perform veterinary pathology duties in support of diagnostic work for the provision of animal health services and disease surveillance activities in production animal and wildlife pathology. This will include participation in the diagnostic roster for aquatic and terrestrial production animals.

Major Duties

- Apply sound knowledge and technical expertise in anatomic pathology for the Animal Health Laboratory (AHL) diagnostic service.
- Provide support to investigations of new or poorly understood diseases in production animals and wildlife.
- Provide professional advice and liaise with AHL clients on a broad range of animal health matters.
- Lead investigations of new or emerging diseases in production animals and wildlife.
- Provide rapid response capability to exotic disease investigations for terrestrial and aquatic animals.
- Supervise technical staff.
- Perform any other assigned duties at the classification level that are within the employee's competence and training.

Classification Band Advanced Assessment Point

The classification of this position under the Tasmanian State Service Award provides the opportunity for its current occupant to advance from Range 1 to Range 2 within the same Band. Performance requirements at the upper end of the band are expected to be more challenging and assessment criteria are expected to be more rigorous than those that apply to normal salary progression. Employees are to have served at least six months at their current salary level prior to the salary movement and are assessed as meeting the performance criteria of their Performance Plan to at least a satisfactory level.

Responsibility, Decision-Making and Direction Received

The occupant is responsible for:

- The efficient and effective delivery of Pathology services within the AHL requiring optimal use of resources and maintenance or modification of operational processes and research projects.
- As a professional specialist accountable for mentoring and role modelling less qualified or less experienced staff.
- Remaining abreast of contemporary developments in the field of animal disease diagnostics.
- Development and implementation of procedures or programs especially with regard to new developments either individually or as a shared responsibility with relevant specialists or executive management.
- Ensuring a safe working environment by complying with relevant Work Health and Safety (WHS) legislation, codes of practice and policies, procedures and guidelines issued under the Department's WHS Management System.

The decision making and direction received in relation to the role are:

- The occupant operates with considerable autonomy and is required to provide leadership regarding the design, development and operation of diagnostic program activities. Guidance and instruction may on occasion be received on the implementation of highly technically complex modification that provide solutions consistent with policy, regulatory and/or technological requirements and developments.
- Defines core program and service delivery issues to develop options and recommendations for operational change and/or for new research projects.

Knowledge, Skills and Experience (Selection Criteria) (in relation to the Major Duties)

- High level expertise and extensive experience in anatomic pathology and other methods to diagnose exotic and endemic animal diseases
- High level expertise in reporting research results and animal health programs.
- An understanding of contemporary management practices and the ability to supervise, mentor and role model less qualified or less experienced technical and other staff.

Statement of Duties: Veterinary Pathologist

- Ability to communicate authoritative advice on animal diseases to a range of audiences from non-specialists to high level liaison, as a representative of the Department. Demonstrated conflict resolution skills.
- Highly developed conceptual and reasoning skills to research, investigate, analyse, evaluate and integrate relevant solutions in the area of animal health or from related fields, e.g. molecular biology, epidemiology and animal health policy. Also, demonstrated flexibility, creativity and innovation in research, disease investigations, or your analytical or appraisal skills.
- A demonstrated capacity to plan, organise, schedule and deliver, your own outputs and those of a team, within set timeframes. This is to achieve results particularly in a changing environment. Demonstrated project management experience with a knowledge and understanding of contemporary project management practice.

Essential Requirements

A Degree in Veterinary Science or equivalent, registrable in Tasmania under the Veterinary Surgeons Act 1987.

Desirable Qualifications and Requirements

- Membership qualifications in Pathobiology with the ANZCVSc (Australian and New Zealand College of Veterinary Scientists) and/or board certification (American College of Veterinary Pathologists).
- A current motor vehicle driver's licence.

Department's Role

The **Department of Primary Industries, Parks, Water and Environment (DPIPWE)** is responsible for the sustainable management and protection of Tasmania's natural and cultural assets for the benefit of Tasmanian communities and the economy. The Department's activities guide and support the use and management of Tasmania's land and water resources and protect its natural and cultural environment. The Department is also responsible for delivering the services that support primary industry development and the protection of the State's relative disease and pest-free status.

Under Tasmania's emergency management arrangements DPIPWE is the management authority (lead agency) for various aspects of the management of biosecurity emergencies (includes exotic animal, plant and marine disease and pest emergencies), environmental emergencies (includes marine pollution spills), fire in national parks and other reserves, floods from dam failure and sea inundation from storm surge. In regard to those types of emergency prevention, preparedness and response activities are core business of this agency and potentially may involve all staff in some way.

The Department's website at www.dpipwe.tas.gov.au provides more information.

The roles of the Biosecurity Tasmania are to:

- Develop and implement scientific based systems to ensure the exclusion, eradication or effective management of pests and diseases that jeopardise the relative pest and disease free status of Tasmania; and

Statement of Duties: Veterinary Pathologist

- Administer food safety, animal welfare and product integrity legislation in line with the expectations of the direct stakeholders and the community at large.

The Animal Health Laboratory is responsible for providing services related to the maintenance of Tasmania's disease free animal and fish health status; the maintenance of public health standards; the provision of animal welfare and wildlife diagnostic and research services and research for aquaculture industries; assisting industry to contribute more effectively to the State's economy. Our laboratories provide professional services in the areas of veterinary pathology, veterinary and water microbiology, clinical chemistry, serology, parasitology, molecular biology, and research to support sustainable disease control measures. The laboratories also have responsibility for technical preparedness and response capability under the Biosecurity Emergency Preparedness Program. Particular positions may be expected to participate in emergency response training and take responsibility for specific delegated tasks as part of the agency's response team in relation to animal/plant disease outbreaks or other emergencies. The Animal Health Laboratory also provides members for a Diagnostic Team in the event of an animal disease emergency.

The Animal Health and Water Microbiology Laboratories Quality Management Systems are accredited through the National Association of Testing Authorities (NATA). Internationally recognised third party accreditation is essential for the continued operation of these laboratories.

Working Environment

Employees work within an environment that supports safe work practices, diversity and equity with employment opportunities and ongoing learning and development. We are committed to valuing and respecting each other as colleagues and peers. We value the diverse backgrounds, skills and contributions of all employees and treat each other and our customers with respect. We do not tolerate discrimination, harassment or bullying in the workplace.

DPIPWE has a culture of zero tolerance towards violence, including any form of family violence. We will take an active role to support employees and their families by providing a workplace environment that promotes their safety and provides the flexibility to support employees to live free from violence.

There is a strong emphasis on building leadership capacity throughout DPIPWE.

The expected behaviours and performance of the Department's employees and managers are enshrined in the State Service Act 2000 through the State Service Principles and Code of Conduct. These can be located at www.dpac.tas.gov.au/divisions/ssmo.

Statement of Duties: Veterinary Pathologist

Special Employment Conditions

The position is based at Mt Pleasant (Launceston) with work largely undertaken in an air-conditioned diagnostic and research laboratory. Some intrastate and occasional interstate travel may be required

A handwritten signature in dark ink, appearing to read "M. Helyar". The signature is written in a cursive, flowing style.

Approved by:

Date: 12/10/17