

Department of Natural Resources and Environment Tasmania

Statement of Duties

Position title:	Veterinary Officer
Position number:	707697
Division/ Business Unit/Branch:	Biosecurity Tasmania, Animal Biosecurity and Welfare Branch
Award/Agreement:	Tasmanian State Service Award
Classification:	Professional Stream, Band 1/2
Position status:	Permanent
Full Time Equivalent (FTE):	1.0 FTE (minimum 0.8FTE, by negotiation)
Ordinary hours per week:	36.75 hours per week (minimum 29.40, by negotiation)
Location:	Launceston
Reports to:	Chief Veterinary Officer

Position Purpose

The purpose of the role is to deliver professional veterinary components of government terrestrial and aquatic animal biosecurity and animal welfare.

Major Duties

- Maintain effective liaison with industry and private veterinary practitioners to support general surveillance and disease management programs.
- Coordinate information from laboratory, industry and practitioner surveillance and other sources to identify developing or ongoing animal disease issues.
- Coordinate or manage specific disease control, surveillance and accreditation programs at the State level, and provide reports at regular intervals.
- Contribute to the development of strategies and programs to mitigate disease risks and enhance biosecurity in terrestrial and aquatic livestock industries.
- Develop and maintain personal emergency preparedness, assist in development of associated procedures and systems and, in the event of an emergency response involving Biosecurity Tasmania, fulfil a role in staffing the emergency response structure.
- As a professional veterinarian, contribute to or lead field aspects of disease surveillance and compliance investigations including for animal welfare within the employee's competence and training.
- 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 accelerated advancement of its current occupant from Band 1 to Band 2 under the Professional Stream. Performance requirements for the higher Band are expected to be more challenging and assessment criteria are expected to reflect the work value for Band 2. 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.

Suitably qualified and experienced applicants for an advertised position may be appointed at the Band 2 level.

Responsibility, Decision-Making and Direction

Band 1 –

The occupant of the position is responsible for:

- maintaining professional practices, methods and standards and their modification as appropriate to provide satisfactory solutions for complex operational issues;
- maintaining quality control of outcomes;
- with experience, for ensuring less qualified or experienced associates receive appropriate instruction, guidance and performance feedback;
- with experience, for ensuring operational guidelines, systems and processes are applied appropriately to integrate related activities to meet specified objectives; and
- 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:

- initially, general instructions are provided. More complex and unusual requirements which do not have clear guidelines or precedents may require more detailed instructions. With experience, general direction is provided to achieve the required outcomes as guidelines, systems and processes are well understood. Policies, rules and regulations provide a framework for decision making in undertaking and integrating the activities of the work area; and
- flexibility, innovation and initiative are expected in providing alternative solutions to complex operational issues within the area of activity to resolve issues and satisfy client and stakeholder requirements.

Band 2 –

The occupant of the position is responsible for:

- ensuring professional expertise is effectively applied to provide program and service delivery outcomes consistent with the operational framework.
- providing leadership, instruction and guidance to less qualified or experienced associates in the specific discipline or area of expertise.

- for 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:

- Work is undertaken within established operational guidelines, systems and processes with limited guidance required in applying highly developed expertise to complex and challenging program activities; and
- Guidance and instruction may be received on the implementation of modifications consistent with policy, regulatory and/or technological requirements and developments.

Knowledge, Skills and Experience (Selection Criteria)

1. Professional knowledge and skill in the diagnosis, epidemiology and control of diseases of terrestrial or aquatic animals and experience in animal disease investigations and animal disease control programs which will also contribute to preliminary risk assessment, design and administration of programs and policies in livestock or aquaculture industries.
2. Demonstrated understanding of issues and the regulatory framework relevant to animal biosecurity, welfare and health assurance.
3. The capacity to provide supervision/leadership, instruction and guidance to less qualified or experienced associates and the ability to work as a member of a team.
4. Well-developed written and oral communication skills to appropriately represent the Department at a professional level including effective liaison with private and public sector stakeholders including preparation of communication plans.
5. The ability to exercise independent judgement in applying organisational rules and regulations to professional methods, systems and processes. The ability to research compile, analyse and evaluate complex and unrelated information and to prepare meaningful and accurate reports that are understandable to non-specialists.
6. Good organisation and project management skills with the ability to coordinate and manage a variety of tasks at the same time and plan for the accurate completion within pre-determined time frames.

Position Requirements

Essential Requirements

- A degree in Veterinary Science or an equivalent qualification from a recognised tertiary institution enabling eligibility for registration under the *Veterinary Surgeons Act 1987*.
- A person is to provide evidence that they are vaccinated against COVID-19 or have an approved exemption.

A person is vaccinated against COVID-19 if the person has received all doses of a vaccine for COVID-19, necessary for the person to be issued with a vaccination certificate in respect of COVID-19 by the Australian Immunisation Register, or an equivalent document from a jurisdiction outside of Australia.

A person may be granted an exemption from providing evidence that they are vaccinated against the disease where the person demonstrates –

1. Medical contraindication

A person is unable to be vaccinated against the disease due to a medical contraindication if they:

- a) provide evidence in a form provided and accepted by the Head of Agency from a medical practitioner (as defined by the Australian Immunisation Register as a medical practitioner who can grant a medical exemption) which certifies that the person has a medical contraindication that prevents them from being vaccinated against the disease.

Or

- b) have a medical exemption, that applies to the vaccinations for the disease, that has been recorded on the Australian Immunisation Register, operated by or on behalf of the Commonwealth Government.

2. Exceptional circumstances

Demonstrated to the satisfaction of the Head of Agency.

Desirable Qualifications and Requirements

Band 1:

- At least two years post-graduate professional experience servicing livestock industries.
- Practical experience in animal welfare or another area of compliance.
- A current motor vehicle driver's licence.

Band 2:

- At least five years post-graduate professional experience servicing livestock industries.
- Demonstrated interest in advancing epidemiological skills.
- A current motor vehicle driver's licence.

About Us

The Department of Natural Resources and Environment Tasmania (NRE Tas) 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 NRE Tas 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), fire in national parks and other reserves, 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.nre.tas.gov.au provides more information.

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.

NRE Tas 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 NRE Tas.

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.

Special Employment Conditions

Appointed as Inspector under *section 8 Animal Health Act 1995*

Appointed as Officer under *section 13 Animal Welfare Act 1993*

Some intrastate and interstate travel may be required.

Some marine field work may be required.