

VETERINARIAN (RESEARCH)

DEPARTMENT/UNIT	Monash Animal Research Platform
FACULTY/DIVISION	Medicine Nursing and Health Sciences
CLASSIFICATION	HEW Level 8
DESIGNATED CAMPUS OR LOCATION	Clayton campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

The Faculty of **Medicine, Nursing and Health Sciences** is the largest faculty at Monash University, a global university with campuses across Victoria and international locations in Indonesia, Malaysia, China, India and Italy.

Our Faculty offers the most comprehensive suite of professional health training in Victoria, consistently ranked in the top 40 universities worldwide for clinical, pre-clinical and health sciences.

We want to improve the human condition. That is our vision - it has no expiration date. By educating the current and future healthcare workforce, and undertaking medical research, both discovery and clinical, our students, staff and alumni all work to directly improve people's quality of life, reduce health inequality and promote greater health and social outcomes.

We're globally recognised for our quality education of over 63,000 doctors, nurses, and allied health professionals and health researchers. The future health of our communities is underpinned by the sustained excellence of our education and research capabilities.

We are ambitious and committed to maintaining our position as a leading international medical research and teaching university. We're recognised for the quality of our graduates, the scale and depth of our research, our commitment to translational research, and as a thriving biotechnology hub. To learn more about the Faculty, please visit www.monash.edu/medicine.

Our Faculty includes four Sub-Faculties: Health Sciences, Clinical and Molecular Medicine, Biomedical Medicines, and Translational Medicine and Public Health.

Monash Animal Research Platform (MARP) is responsible for providing laboratory animals, housing and a variety of technical services to the biomedical research community. We have animal facilities in multiple locations throughout Melbourne with over 100 employees in predominantly technical positions. MARP prides itself in a combined knowledge and experience in animal husbandry, breeding, techniques, health and welfare for a range of species.

Providing a diverse range of services to Monash University researchers and external institutions Australia wide, our mission is to achieve excellence in the support of biomedical research by the provision of world standard animal services. MARP achieves this by following best practice in animal care.

POSITION PURPOSE

The Veterinarian (Research) will hold advanced veterinary expertise which may include areas of specialisation in key clinical and scientific fields relevant to research involving animal models to provide a best practice program of veterinary care and research support. The Veterinarian (Research) will contribute to all areas of the veterinary program, ensuring that animal clinical and emergency care, preventative health and disease management, training and research protocols are delivered and continuously reviewed to ensure best practice outcomes for animal welfare and research support across a diverse range of species and research endeavours.

Reporting Line: This position will report to the Veterinary Program Manager under broad direction, working with a degree of autonomy

Supervisory Responsibilities: Not applicable

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

1. Deliver a comprehensive program of veterinary care for animals under MARP care. Accountabilities include the provision of clinical care and monitoring, preventative medicine and emergency care, expert advice relating to animal wellbeing as well as the development of health surveillance and management programs and the investigation, analysis, management and reporting of adverse events and disease outbreaks.
2. As part of a progressive veterinary team, provide regular veterinary oversight, attendance and support, including the provision of medical and surgical treatments to animals across MARP nodes. Plan, manage, document and report activities to deliver efficient and effective services and support.
3. Consult and liaise with MARP team members, the research community and other stakeholders and networks, promoting positive and collaborative relationships. Develop and maintain strong partnerships with other relevant business units, functional areas, internal and external stakeholders. Act as a key liaison point and subject matter expert in relation to areas of animal

health, welfare and their production and use in research and teaching.

4. Develop and deliver world class education and training in research animal skills as an integral part of the MARP animal skills training program, ensuring that research animal care, husbandry, and procedures are performed to the highest standard and in alignment with best practice.
5. Actively engage with, monitor, and support compliance with relevant regulatory overlays including obligations under animal welfare, biosafety and gene technology, poisons and scheduled drugs in accordance with health and safety acts and regulations.
6. Develop and maintain up-to-date veterinary knowledge and skills relevant to the species and research activities supported by MARP, stay abreast of new and innovative methodology, equipment and technology, providing proposals and recommendations where appropriate.
7. Contribute to the development and review of policies and procedures, quality processes and compliance relevant to the program of veterinary care, training, research services and animal welfare. Key priorities of the role include the development of strategies to prevent disease caused by infectious agents, promote animal welfare, enhance service delivery to the research community, and innovate within the animal skills training program.
8. Deliver scientific services relevant to veterinary capability and specialisation, author or contribute to standard operating procedure development, review and analyse data, deliver high-quality reports and/or presentations relevant to animal usage, incidents, the delivery of quality research animal models and scientific services. Optimise MARP's processes and procedures to achieve refinement in support of a commitment to the 3 R's.
9. Ensure that all animal related work is conducted to the highest of ethical standards and in compliance with regulatory obligations relevant to research animal practices, production and scientific procedures. Participate in the review and audit of animal care activities, facilities and incidents, working with the MARP team and relevant stakeholders to develop and incorporate risk mitigation strategies and relevant monitoring.
10. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - Postgraduate qualifications or progress towards postgraduate qualifications and extensive relevant experience; or
 - extensive relevant experience and management expertise; and
 - Registration, or eligibility to register, as a Veterinary Surgeon in Victoria

Knowledge and Skills

2. Excellent operational experience in the research animal setting with a sound understanding of all aspects of research animal management and the research environment as it pertains to the delivery of a program of veterinary care, animal wellbeing and the provision of research services and support
3. Highly developed knowledge and working application of relevant legislation, regulations, codes of practice and industry documents relating to the care, production and use of animals in research and teaching in Victoria including but not limited to the code for the care and use of animals for scientific purposes, 8th ed 2013.
4. Outstanding planning and organisational skills, with experience establishing priorities and meeting deadlines in a complex organization with competing demands

5. Superior interpersonal and communication skills with the ability to consistently engage in respectful dialogue, build successful relationships and contribute positively to a collaborative, high-performing workplace culture
6. Highly developed problem-solving skills with the ability to quickly assimilate new concepts and information and deliver positive, innovative solutions to the wide range of challenges that may arise in the research animal setting.
7. Demonstrated strong initiative and a proactive, cooperative approach to ensure the timely execution of duties particularly where clinical support, incident management or action to maintain regulatory compliance is needed.
8. High standard of written and verbal communication including quality proposals and reports, and service focussed approach to delivering advice and support to colleagues, the research community and other stakeholders.
9. Advanced computer literacy, including word processing, spreadsheet and database skills

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working With Children Check is required
- This position will require a successful National Police Record check

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.