

Department of Natural Resources and Environment Tasmania

Statement of Duties

Position title	Regulatory Veterinarian
Position number	707698
Division/Business Unit/Branch	Primary Industries and Water, Office of Racing Integrity, Stewards
Award/Agreement:	Tasmanian State Service Award
Classification	Professional Stream, Band 3
Position Status	Permanent
Full Time Equivalent (FTE):	1.0 FTE (minimum 0.80 FTE, by negotiation)
Ordinary hours per week:	36.75 hours (minimum 29.40 hours, by negotiation)
Location	Prospect
Reports to	General Manager (Office of Racing Integrity)

Position Purpose

As a senior professional practitioner, this role will perform veterinary duties in support of the delivery of high-level integrity and animal welfare objectives. The purpose of the role is to provide support to the General Manager by way of authoritative and specialist advice and recommendations relating to all codes of the Tasmanian racing industry. The position will have oversight of industry training and learning programs to deliver a high degree of compliance, governance, and animal ethics in the racing industry. The position will also oversee the drug control regime.

Major Duties

- Assist with the management of the Stewards Investigatory Branch of the Division including; mentoring and staff development, the formulation of appropriate training and learning programs and communicating relevant educational materials to industry participants.
- Coordinate and conduct regulatory veterinary services at race meetings, official trials and inspections across all three racing codes and advise Stewards regarding veterinary and animal welfare issues.
- In conjunction with the stewards' branch, oversee and advise on strategies for the drug control program at race meetings, trials and out of competition venues. Liaise with drug testing laboratories and peak research bodies to develop and share information regarding animal and human drug issues as they relate to the Rules of Racing.
- Co-ordinate an inspection program in consultation with the Chairman of Stewards in relation to thoroughbred, harness and greyhound racing to ensure compliance with the Rules of Racing with a particular emphasis on animal welfare.

- Oversee the preparation of policies, formal statements and briefs of evidence for inquiries, appeals and investigations for the three codes of racing in relation to veterinary and animal welfare matters.
- Provide advice to Stipendiary Stewards and other relevant industry stakeholders on issues pertaining to animal welfare, the Rules of Racing and compliance with drug control regulations. Develop knowledge and technical capacity in relation to new approaches that transform and improve regulatory veterinary services, race day integrity and animal welfare practices in the racing industry
- Perform any other assigned duties at the classification level that are within the employee's competence and training.

Responsibility, Decision Making and Direction

The occupant of the position is responsible, as a professional specialist, for:

- The coordination of efficient veterinary and investigatory services and their effective delivery within the Office of Racing Integrity
- the efficient and effective program or service delivery including budget management, optimise use of resources and maintaining and/or modifying policy, administrative processes and research projects. This includes planning future activities, negotiating for appropriate resources and determining measures for accountability;
- for mentoring and role-modelling less qualified or less experienced staff;
- remaining abreast of contemporary developments in the discipline or field and related subject matter;
- the development of strategy, policy or program implementation especially with regard to new developments; with responsibility shared with relevant specialists and executive management; 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 that the occupant:

- operates with considerable autonomy and is required to provide leadership regarding the design, development and operation of function and/or program activities. Guidance and instruction may on occasion be received.
- The occupant is accountable to the General Manager, Office of Racing Integrity for determining strategic direction and meeting objectives as they relate to the veterinary and investigatory branch.

Knowledge, Skills and Experience (Selection Criteria)

- I. High level knowledge, expertise and extensive experience in the delivery of a broad range of professional veterinary services with a particular emphasis on equine experience, including the ability to make clinical decisions rapidly and under intense scrutiny.

2. High level knowledge or expertise in the provision of veterinary services as they relate to the Rules of Racing and operating within a regulatory environment, or the capacity to gain this knowledge rapidly.
3. An understanding of contemporary management practices and the ability to mentor and role-model less qualified or less experienced staff.
4. The ability to communicate and provide authoritative advice on complex matters to non-specialists, high level liaison, presentation and conflict resolution skills and the capacity to represent the Department.
5. Highly developed conceptual and reasoning skills to research, investigate, analyse, evaluate and integrate relevant solutions from related disciplines or fields in the area of activity. Flexibility, creativity and innovation associated with research, investigative, analytical and appraisal skills.
6. Demonstrated capacity to plan, organise, schedule and deliver, own outputs and those of a team, within set timeframes to achieve results particularly in a changing environment; project management experience with a knowledge and understanding of contemporary project management practices.

Position Requirements

Essential Requirements

- A Degree in Veterinary Science 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 –

I. 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

- Several years' relevant post graduate experience in an area of veterinary science relevant to the position would be highly desirable Department's Role.
- 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

The position is located in an office-based environment in Launceston; however, the occupant is required to attend race meetings at various racing venues throughout the State. Due to the timing of race meetings, evening, weekend, and public holiday work will be required. Some interstate travel is required. Presentation on course must be in keeping with the position.

The occupant must comply with the Code of Conduct established by the Director of Racing.

This position will require the employee to comply with swabbing procedures established by the Director of Racing and this will involve the handling of animal urine and blood samples.