

POSITION DESCRIPTION

1. POSITION DETAILS			
Position Title	Veterinarian	Designation & Classification Level	Level 10
Position No	New	Division	Community Services & Engagement
Business Unit	Animal Management	Reports To	General Manager of Community Services & Engagement
Location	Katherine	Date Created	May 2023
2. POSITION CONTEXT			
Position Summary/ Purpose	<p>The Veterinarian will deliver the Companion Animal Welfare & Management services throughout the Roper Gulf Region and outstations including appropriate Veterinary & Animal Health Services.</p> <p>They will have overarching responsibility for the supervision of the local workers and veterinary nurses as well as the training of workers, and assistance to the team to provide animal awareness education and support the implementation of the Council's Animal Management Policy.</p>		
3. KEY RESPONSIBILITIES			
<ul style="list-style-type: none"> • Service Delivery, Planning and Monitoring <ul style="list-style-type: none"> • Assist with planning, coordinating and delivering appropriate Companion Animal Health Programs including veterinary services to the Roper Gulf Region in collaboration with veterinary nurses and locally employed staff. • Assist in training (non-accredited/on the job) and up-skilling local workers and trainees. • Contribute to the development of appropriate training resources • Establish strong relationships with community members to identify community-based animals. • Management of identified animal welfare and safety related issues and assist in the development & delivery of culturally appropriate solutions. • Maintain accurate records and report on all aspects of community Animal Health Programs and related data collection. • Assist with some administration for Animal Welfare & Management Program. • Manage conflict and achieve conflict resolution as required. • Ensure Animal Welfare & Control equipment and facilities are well maintained. • Assist with the development of protocols and procedures. • Quick, safe and efficient surgical ability for routine neutering operations and experience in non-routine procedures. • Organisational Sustainability <ul style="list-style-type: none"> • Oversee management of animal complaints received by Council and manage the investigations into animal attacks and breaches of legislation, including the development of Council Animal Management By-Laws and/or policies. • Provide Council and Local Authorities with regular reporting to enable program modification to best suit Council and community needs and goals over time using the expert opinion and input from veterinarians. • Maintain and develop stakeholder relationships to support and improve the animal management programs in all communities. 			

- **Quality and Continuous Improvement**

- Develop and maintain relevant operational plans, operating procedures, monthly reports and activity plans.
- Continue to source ongoing grant funding to support the Animal Control program in the region.
- Plan, design, evaluate and report on the control of animals within Roper Gulf Regional Council area, ensuring accountability of the Animal Management Program from a financial, animal health and welfare and social change/education perspective.

- **Work Health and Safety (WHS)**

- All Council staff have a duty of care and a legal obligation to ensure that they:
- Undertake work in a manner that is not harmful to their health and safety or the health and safety of others;
- Proactively identify and address potential risk to ensure the safety, so far as is reasonably practicable, of service users, staff, volunteers, stakeholders and the organisation in accordance with legislated responsibilities and Council's Quality and Risk Management System;
- Comply with the Council's WHS Management System requirements particularly manual handling, infection control, emergency, food safety and personal protective equipment requirements
- Attend and actively participate in WHS and other mandatory training
 - Monitor workplace conditions and report:
 - Ideas which may improve health and safety
 - Any work related or personal injury or illness (where it may affect their ability to work safely)
 - Any work-related incident they witness, including bullying and harassment
 - Hazards and incidents including any malfunction or inadequacies of equipment
 - Correct minor hazards as applicable.

4. SELECTION CRITERIA

ESSENTIAL

1. Appropriate tertiary qualifications as a Registered Veterinary Surgeon in accordance with the requirements of the Australian Veterinary Association and NT Veterinary Board.
2. Sound surgical skills
3. Sound knowledge of relevant legislation and policy impacting on animal welfare and management programs.
4. Demonstrated competency in sole veterinary service delivery.
5. Demonstrated understanding of stock control, budgeting and logistics.
6. Demonstrated attention to detail, compassion and commitment to desirable outcomes for animal welfare and management.
7. High level of oral, written and interpersonal communication skills including the ability to liaise effectively with a variety of stakeholders and resolve conflict.
8. A current C class driver's licence.
9. At commencement of employment hold a current Working with Children Clearance Notice (OCHRE Card) or provide an application receipt for an exemption to be approved by SAFE NT prior to commencing
10. Able to meet the inherent requirements of the position both physically and mentally.
11. Be an Australian Resident or provide the current, relevant Visa to work within Australia (Please note that RGRC do not currently undertake sponsorship).
12. Undertake a new Criminal History Check prior to commencement of employment and renew your Criminal History Check every three (3) years, or as per the Criminal History Check Policy.

DESIRABLE

1. Previous experience working or living within an indigenous setting and the ability to demonstrate a high level of cross cultural awareness.
2. The ability to work as part of a team and a willingness to collaborate.
3. Demonstrated interest, knowledge and understanding of animal management programs, reporting and training.


MANDATORY REQUIREMENTS

1. Be an Australian Resident or provide the current, relevant Visa to work within Australia (Please note that RGRC do not currently undertake sponsorship).
2. Current Criminal History Check (issued within three (3) months) or undertake Criminal History Check prior to commencement of employment and renew as required throughout period of employment, or as per the Criminal History Check Policy.
3. Current Northern Territory "C" Class Drivers Licence with manual driving capacity.
4. Current Working with Children Clearance (OCHRE Card) required at the commencement of employment or a current receipt of an application for an exemption to be approved by SAFE NT.

TRAVEL REQUIREMENTS

This position is based in Katherine and you may be required to travel and work in remote communities, including overnight stays, in the Roper Gulf Regional Council area.

5. ACKNOWLEDGEMENT

GENERAL MANAGER	David Hurst	Date: 03/07/2023	Signature: 
Employee Name		Date:	Signature: