Chief Veterinarian

RSPCA (Victoria) is a non-government, community funded charity that works to prevent cruelty to animals by actively promoting their care and protection. We are an equal opportunity employer committed to fostering an environment of accountability, professionalism, integrity, openness and creativity.

A rare opportunity exists for a suitably skilled and registered veterinarian who is passionate about animal welfare and veterinary medicine, to lead and manage the progressive RSPCA (Victoria) animal clinics services.

This is a full time position that will lead and manage the veterinarian clinics, including the operation of the RSPCA Barn and Behavioural services and regional veterinary contracts. The position contributes to the strategic direction of the RSPCA by ensuring the provision of quality services, animal care and education through the RSPCA Clinic services, promoting responsible animal guardianship of private, shelter, education, bequest and inspectorate clients.

A position description may be downloaded from our website at www.rspcavic.org.

Key capabilities required for the role include:
- Proven demonstrated experience in effectively leading large teams of staff in a strong, supportive and consistent manner
- The drive and resilience to consistently achieve quality results
- Highly developed problem solving skills in defining issues early and identifying appropriate actions to achieve desired outcomes and results
- Demonstrated experience in providing a high standard of client service, internally and externally
- The ability to plan for and deliver a specific outcome within clearly defined time and resource constraints
- Ability to analyse situations and formulate strategies that create sustainable value for the organisation
- Ability to effectively manage the business service activities in an efficient and cost effective sustainable framework

As a part of the recruitment process applicants will be required to agree to a Victoria Police Check and pre-placement medical examination. The clinic service operates seven days per week and so some weekend work may be required. Travel between the Burwood East and Pearcedale clinics may also be required to fulfil the role and therefore, the successful applicant must hold a valid Victorian drivers licence.

Applications must be forwarded directly to Angie Goldman at Vetlink Employment Services via email angie@vetlink.com.au, quoting reference number 205,390AG by no later than Monday 25 June 2012.
Position Description

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Chief Veterinarian</th>
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<tbody>
<tr>
<td>Reports To</td>
<td>Executive Manager Animal Services</td>
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<tr>
<td>Department</td>
<td>Animal Services</td>
</tr>
<tr>
<td>Award/Classification</td>
<td>Band 5</td>
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<tr>
<td>Incumbent</td>
<td>TBC</td>
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Purpose of the RSPCA

The RSPCA is a volunteer-based, community funded charity established to provide both the intellectual and practical capability to advocate for and influence public opinion towards higher animal welfare standards, and when appropriate to care for and protect animals. It is important to protect and enhance the reputation of RSPCA Victoria, as a relevant, professional, and authoritative animal welfare body.

The organisation has undertaken a major transformation in recent years, resulting in not only a higher profile for animal welfare, but also recognition as a leading organisation in management and organisational practices. The next phase of this transformation is to raise the profile and quality of our advocacy and campaigning, and drive efficiencies to create an organisation that is sustainable and resilient.

Position Purpose

The primary purpose of the Chief Veterinarian position is to lead and manage the veterinarian clinics, including the operation of the RSPCA Barn and Behavioural services, manage the regional veterinary contracts and contribute to the strategic direction of the RSPCA by ensuring the provision of quality services and animal care as well as providing education through the RSPCA Clinic services to promote responsible animal guardianship of private, shelter, education, bequest and inspectorate clients.

Accountabilities

- Ensure the financial viability of the RSPCA Clinic by developing strategies and practices that increase client usage and increase the clinic’s commercial operations by developing and monitoring the Clinic’s budgetary program.
- Ensure the provision of high level customer service by determining the needs of clients and implementing services to assist client needs; implementing processes to ensure staff, both paid and unpaid, are able to meet service delivery requirements and manage initiatives that advance animal welfare which reflect the strategic directions of the organisation.
• Build and actively maintain the profile of the RSPCA as the leading organisation in the education and provision of clinic services by developing and effectively implementing the annual business unit plan for the clinic business unit, including the operation of the RSPCA Barn and Behavioural Services provision in line with organisational values and objectives. Monitor the Clinics performance and industry trends in line with set priorities and objectives in order to identify and implement strategies to improve service provision and operations.

• Ensure the values, vision and strategic direction of the organisation are met by efficiently and effectively leading and driving the organisation’s People Management Framework within the Units teams and ensure the provision of a safe workplace both in the office areas and in the Units working environments.

• Increase the reputation and profile of the RSPCA by representing the organisation in professional and public forums/events, including working proactively with the media, and through the provision of up-to-date advice to clients and the community and ensuring Veterinarian and Behavioural representation at key events.

• Ensure the provision of high quality professional veterinary care by implementing a quality assurance system of care delivered by the clinic staff, which includes peer review process for veterinarians and veterinarian nurses. Position the RSPCA as the leading organisation in animal care by developing specialist veterinary services and affiliate programs with private veterinary practices as well as managing graduate veterinarian programs.

• Negotiate and manage the Regional Veterinary Contracts across the state ensuring the provision of clinical care and services in line with organisational standards and expectations.

• Maintain necessary registration practicing hours and necessary consulting time to ensure a competent understanding of current and emerging veterinarian practices and issues and to assist in the veterinary consults roster as required.

Core Capabilities

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<tr>
<th>#</th>
<th>Core Capabilities</th>
<th>Demonstrated Level</th>
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<tbody>
<tr>
<td>CO 7</td>
<td>Leadership and Development of People - The ability to value and harness the contribution of others to achieve goals.</td>
<td>Expert</td>
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<tr>
<td>CO 8</td>
<td>Management of Initiatives and Projects - The ability to plan for and deliver a specific outcome within clearly defined time and resource constraints.</td>
<td>Expert</td>
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<tr>
<td>CO 9</td>
<td>Impact and Influence - The ability to present key points of an argument persuasively, gain agreement to proposals, and represent the interests of RSPCA.</td>
<td>Expert</td>
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<tr>
<td>CO 10</td>
<td>Management of Business Activity - The ability to lead and manage RSPCA’s business activity.</td>
<td>Expert</td>
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<tr>
<td>CO 11</td>
<td>Strategic Thinking - Ability to sense and analyse situations and formulate strategies that create sustainable value for the organisation.</td>
<td>Advanced</td>
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Organisational Structure

The RSPCA's future development as the leading animal welfare organisation in Victoria, providing enhanced advocacy, policy, education and services to the community is dependent on the provision of a consistently high standard of animal welfare, and engaging a range of potential partners in new and different ways. This role requires a flexible and solution-focused approach with the ability to balance competing demands to lead the implementation of key programs in line with the organisation values and goals.

Organisational Context

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Organisational Relationships

Internal

- A member of the Corporate Management Team this position provides technical expertise that contributes to animal welfare policy
- Reporting to the Executive Manager Animal Services this position provides leadership and direction to assist in the building of the RSPCA’s reputation as a quality provider of clinical services.
- Provides leadership and support to direct reports and clinic teams.
- Strong liaison and strategic partnership with the Animal Shelter, Customer Service teams, Inspectorate, Education, Animal Welfare Policy and Marketing to ensure they receive excellent veterinary input into programs.
• Liaises with the Metropolitan and Regional Shelter group working closely with Shelter Supervisors and Senior Animal Attendants in relation to the care of animals and external vet contract suppliers.

External

• Liaises with external clients and may liaise with Government Authorities and private institutions, organisations, and individuals involved in animal care and welfare.
• Liaises with those institutes, organisations and individuals involved in the animal welfare and veterinary science.
• Liaises with contracted vet suppliers and pharmaceutical suppliers.

Extent of Authority

• Develop and manage the approved annual Clinic budget, with financial authority up to $1000 and final signatory for all stock purchases.
• Acts within the RSPCA corporate policy framework and relevant legislation.
• Acts within relevant legislation and codes of practice pertaining to animal welfare.
• Autonomous role with the ability to refer to the Executive Manager Animal Services.