



## 1. **Position Details**

<i>Title:</i>	<b>Associate Veterinarian</b>
<i>Reports to:</i>	<b>Life Sciences manager – Animal Health</b>
<i>Location:</i>	Healesville Sanctuary
<i>Band:</i>	Band 6
<i>Tenure:</i>	Ongoing
<i>Employment Type:</i>	Full-time

## 2. **Context**

Zoos Victoria operates world-class zoos on three sites: Melbourne Zoo, Healesville Sanctuary and Werribee Open Range Zoo. Our vision is to be the world's leading zoo-based conservation organization focusing on the following key action areas:

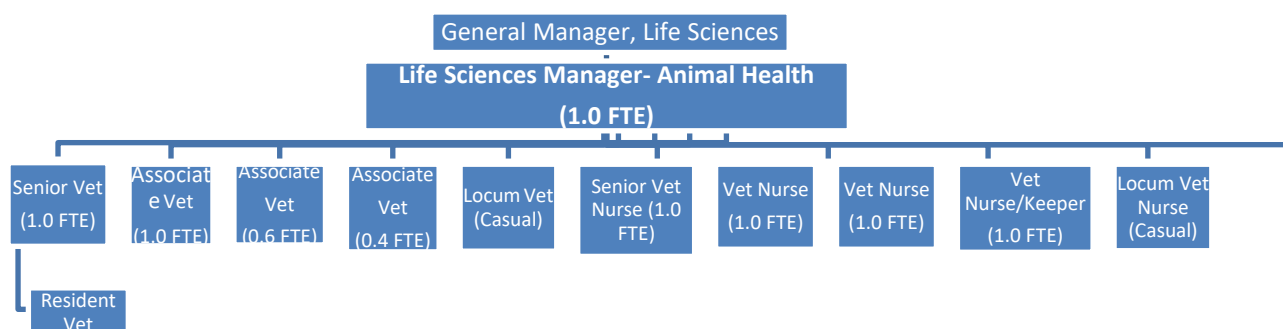
- **Conservation:** Through our primary conservation program, 'Fighting Extinction', we are pledging that the twenty Victorian terrestrial species which are currently threatened, will not suffer extinction under our watch.
- **Animals:** Establishing our organisation as a leader for creating net gains in conservation, by ensuring that every species in our collection has conservation relevance, and has world's best practice in its animal care and wellbeing
- **Visitors** Providing innovative wildlife-based recreation and learning experiences that inspire and facilitate visitors to take conservation actions that make a measurable and positive difference.
- **People** Supporting the development of our staff to ensure they, and the organisation as a whole, realise our vision to be the world's leading zoo-based conservation organisation.
- **Financial Sustainability** - Ensuring the long-term financial sustainability of all our operations are able to maintain and improve the value of assets and to make meaningful and measurable investment in conservation.

## 3. **Purpose Statement**

The veterinary team at Healesville Sanctuary provides a comprehensive health care and management to the animal collection, on-site threatened species programs and rescued wildlife.

As a member of the veterinary team, this position will contribute to providing a range of services to Healesville Sanctuary/Zoos Victoria, Government conservation agencies, non-government organisations and the Victorian community in the areas of animal health and management, research, veterinary education and training, with the aim of being a world leading department in health and welfare of Australian wildlife.

#### 4. Reporting Lines



#### 5. Accountabilities

Accountabilities	Measurement Criteria
1. Collection animal health management <ul style="list-style-type: none"> <li>• Diagnose and treat health problems in collection animals and threatened species.</li> <li>• Necropsy of dead animals from the collection and conservation/research programs.</li> <li>• Investigate disease issues that impact on the health and productivity of the animal collections and conservation programs.</li> <li>• Review, implement and manage quarantine protocols</li> <li>• Participate in animal management issues, e.g. reproductive management, transfers of animals between institutions, enclosure design and development of husbandry techniques.</li> <li>• Assist with providing nutritional advice and updating of collection animal diets as required.</li> <li>• Maintain and update animal medical records and reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Timely and appropriate investigation and management of identified health concerns.</li> <li>• Compliance with government and departmental biosecurity requirements</li> <li>• Completion of animal records and reporting according to departmental protocols</li> <li>• Contribution to animal and collection management issues</li> </ul>
2. Non-collection animal health management <ul style="list-style-type: none"> <li>• Treat and rehabilitate rescued wildlife</li> </ul>	<ul style="list-style-type: none"> <li>• Timely and appropriate investigation and management of identified health concerns.</li> </ul>

<ul style="list-style-type: none"> <li>• Provide veterinary services in animal disaster situations such as bushfire.</li> <li>• Provide veterinary support for conservation and research programs for Zoos Victoria and external organizations.</li> <li>• Necropsy examination of deceased wildlife.</li> <li>• Investigate and report on disease issues affecting health and welfare of wildlife.</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting Victorian Wildlife Shelter Operator requirements</li> <li>• Completion of animal records and reporting according to departmental protocols</li> <li>• Contribution to conservation and research activities, including sample collection, report writing and publications</li> <li>•</li> </ul>
<p>3. Stakeholder/Customer relationships</p> <ul style="list-style-type: none"> <li>• Provide veterinary clinical advice to professional colleagues and wildlife carers.</li> <li>• Liaise with veterinary and medical specialists that provide assistance to the HS Veterinary team.</li> <li>• Provide training to Resident Vet, undergraduate and postgraduate veterinary students and HS Life Sciences staff as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment of productive and effective liaisons through provision of appropriate communication and advice.</li> </ul>
<p>4. Zoonotic and notifiable disease management</p> <ul style="list-style-type: none"> <li>• Monitor animal patients for zoonotic diseases, and when required, develop protocols to prevent the spread of these diseases to staff and visitors.</li> <li>• Monitor animal patients for notifiable and emergency diseases. If such a disease is diagnosed, notify authorities and develop protocols to prevent the spread of these diseases to collection animals and wildlife.</li> </ul>	<ul style="list-style-type: none"> <li>• Development of effective communication and management procedures in the event of a diagnosis of a zoonotic or notifiable disease.</li> <li>• Meeting Victorian legal requirements re disease notification.</li> </ul>
<p>5. Visitor Experience</p> <ul style="list-style-type: none"> <li>• As a member of the ZV team, contribute to the delivery of positive and engaging visitor experiences.</li> <li>• Prepare, deliver and support presentations to visitors, staff and external customers to communicate key ZV messages and inspire conservation action.</li> </ul>	<ul style="list-style-type: none"> <li>• Delivery of positive visitor experiences regarding veterinary care at HS</li> <li>• VE Staff feedback on talk content, delivery and impact on visitors</li> <li>• Use of Connect/Understand/Act in presentations</li> <li>• Meet or exceed KPO set for the VE elements in eZEPP's each year</li> </ul>

<p>6. Zoo people</p> <ul style="list-style-type: none"> <li>• Maintain a work place where zoo people are respected and valued through demonstration of the vision and values thus supporting a positive and fulfilling work environment.</li> <li>• Demonstrate professionalism in all interactions.</li> <li>• Behave in accordance with the vision and values of Zoos Victoria.</li> <li>• Communicate effectively, openly and thoughtfully within the internal and external work environments.</li> <li>• Commit to continuous improvement of knowledge and skills through personal education activities and sharing of skills and knowledge with others.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish professional, harmonious and productive relationships within HS veterinary team and with all internal and external customers.</li> <li>• Display of behaviours consistent with the ZV vision and values and Code of Conduct.</li> </ul>
<p>7. Safety</p> <p>Actively contributes to safety at ZV by being aware of the safety policies and procedures and consciously acknowledge them every day thus ensuring that ZV is a safe place to work.</p> <ul style="list-style-type: none"> <li>• Work according to standard operating and safety procedures</li> <li>• Report and remove unsafe equipment or unsafe work procedures</li> <li>• Report accidents / incidents within 24 hours of occurrence</li> <li>• Actively monitor workplace to identify hazards and take appropriate action to rectify any hazards found</li> <li>• Provide expert advice regarding zoonotic diseases for the development and delivery of staff health protocols.</li> </ul>	<ul style="list-style-type: none"> <li>• Safe management of animal capture and restraint to prevent injury to HS staff and visitors</li> <li>• Meeting Victorian legal requirements re prescription and restricted drug safety and record keeping.</li> <li>• Timely and effective reporting of hazards and incidents using appropriate communication channels</li> <li>• Effective communication and management regarding zoonotic diseases and ZV staff health protocols.</li> </ul>

## 6. **Selection Criteria**

### 1. Qualifications

- Degree in Veterinary Science registrable in Victoria.

### 2. Experience

- At least five years as a clinical veterinarian.
- At least two years clinical veterinary experience in zoo/wildlife medicine.

- Proven ability to work in a multi-disciplinary team environment in a public work space.
- Demonstrated ability to interact directly, positively and effectively with members of the public in both clinical and non-clinical settings.

### 3. Skills & Knowledge

- Established skills and sound knowledge in zoo/wildlife medicine
- Current Victorian driver's licence
- Already in possession of, or eligible to obtain, a licence to operate a dart gun
- Ability to ensure department goals are met through working effectively within a complex team environment and setting individual goals
- Proven ability to establish and maintain strong, constructive and professional relationships with other staff and external customers through effective communication and interpersonal skills.
- Manage conflict situations with calmness and compassion, and respond appropriately to difficult behaviours from staff and external customers which may arise when working in a busy and challenging work environment.
- Ability to effectively manage workload, priority conflicts and interpersonal relationships in a complex and changing work schedule
- A passion for the role of zoos in providing world leading wildlife experience, education, conservation and research in a changing and complex environment.

### 4. Compliance

- A current employee status Working with Children Check Card