



## Job Description Form (JDF)

### Position details

Position title:	Veterinary Pathologist
Position number:	Generic
Classification:	Specified Calling Level 3
Physical location:	South Perth
Award:	PSA 1992
Agreement:	PSGOCSAGA 2017
Pillar:	Sustainability and Biosecurity
Directorate:	Biosecurity
Branch:	DPIRD Diagnostics & Laboratory Services

### Reporting relationships

Reports to: Position Title, Level

**This Position**

Direct reports: 0

### Role summary

At a broadly recognised professional level, demonstrating initiative and independent judgement, undertakes veterinary pathologist duties.

Utilises veterinary pathology expertise in the investigation, diagnosis and reporting of animal diseases in veterinary species, including surveillance for emergency animal diseases, emerging diseases, residue incidents and endemic disease diagnosis.

Performs gross and microscopic pathological examination of animal tissues, case manages diagnostic submissions, interprets and integrates laboratory results and provides comprehensive reports to internal and external stakeholders.

Contributes scientifically valid diagnostic and surveillance data to support WA and national animal health monitoring and market outcomes, including surveillance for conditions of state and national significance.

## About us

The Department of Primary Industries and Regional Development's (DPIRD) role is to ensure that primary industries and regions are key contributors to the Government's agenda for economic growth and diversification, job creation, strong communities and better places. Our goals are to:

- **Protect:** to manage and provide for sustainable use of our natural resources and soils, and to protect Western Australia's brand and reputation as a reliable producer of premium, clean and safe food, products and services.
- **Grow:** to enable the primary industries sector and regions to increase international competitiveness, grow in value and social amenity and become a key pillar of the State's economy.
- **Innovate:** to support a culture of scientific enquiry, innovation and adaptation across primary industries and regions to boost industry transformation, economic growth and employment.

## Our values

Our values are critical in creating a healthy and dynamic culture that helps each and all of us to make our best contribution, to develop a workplace where we feel excited about our work and results and where other people will increasingly want to join our team. Our values underpin how we operate:

- We value **relationships** - Our relationships with our clients, colleagues and stakeholders are at the heart of everything we do
- We are **resilient** - We recover from setbacks, embracing and adapting to change because we have a clear focus on the big picture and long term impact
- We are **responsive** - We understand the needs of our clients, colleagues and stakeholders and add value by tailoring our solutions accordingly
- We focus on **results** - We strive to develop and provide excellent services that delivers meaningful results to the community we serve.

## Key responsibilities

The key responsibilities of the role include, but are not limited to, the following:

### Animal Pathology

- Performs thorough animal disease investigations using pathology skills and laboratory techniques and resources.
- Conducts and records surveillance for animal diseases.
- Remains prepared to recognise and respond to exotic disease incursion, emerging diseases, residue issues, zoonoses or other significant conditions of animals.
- Communicates requirements and outcomes of laboratory testing to relevant clients including internal and external stakeholders.

- Maintains DDLS NATA accreditation and professional competency by participating in quality assurance and continuing education activities and observing laboratory procedures.
- Services DPIRD communication requirements particularly with regard to animal disease and laboratory diagnostics.

### **Research and Development**

- Provides veterinary pathology expertise to assist industry and presents information as required at conferences, seminars, workshops and field days.
- Assists in the development and implementation of projects by conducting project work, meeting milestones, agreed outputs and internal and external reporting requirements.
- Maintains an up-to-date knowledge and awareness of relevant research, development findings, issues and trends.
- Develops and maintains effective relationships with relevant staff members and stakeholders; actively promote technology, services and resources that are available; collaborate and remain aware of relevant projects and trends.
- Contributes to test development, validation and implementation.

### **Strategic Planning and Policy Development**

- Researches, analyses and evaluates pathology input into strategic planning and other planning processes regarding animal health and laboratory practice.
- Participates in the development and production of strategic animal health research and policy across the Department.
- Provides practical assistance to operational areas in translating strategic animal health policy into relevant local policy and strategies.

### **General**

- Prepares reports, summaries and general correspondence as required.
- Provides supervision and direction of technical and casual staff as required.
- Participates in emergency responses as required.
- Performs other duties as required.

### **Work related requirements**

In the context of the role:

#### **Essential criteria**

1. Well developed knowledge and experience in veterinary species including performing pathology examinations; selecting specimens for diagnostic laboratory testing and interpreting and applying laboratory data in disease diagnosis.
2. Demonstrated understanding of reporting requirements, to various stakeholders such as the public, industry groups and Government, with competent use of ICT applications such as databases, spreadsheets and word processing.

#### **Core capabilities**

3. Build effective relationships: Strong verbal, written and interpersonal communication skills, including the ability to confidently liaise, collaborate with and communicate scientific information to departmental staff, industry and the community.

4. Challenge for innovation: Well developed ability to establish clear plans and timeframes, evaluate performance, identify the need for change, determine action and see tasks and projects through to completion.
5. Think strategically: Well developed research, conceptual and analytical skills including the ability to provide innovative solutions to complex and challenging issues and problems.
6. Deliver in a changing environment: Strong project, time management and organisational skills including the ability to effectively contribute to the management of change and the ability to develop and apply complex veterinary science techniques to enable the generation of specialist input into animal health and laboratory practice.
7. Lead and empower others: Proven ability to lead teams and work collaboratively in a team environment contributing to the achievement of departmental level outcomes.

### **Desirable criteria**

1. Demonstrated experience providing veterinary services, including field diagnostics and disease management, to commercial livestock or aquatic species.
2. Demonstrated experience in use of pathology and laboratory diagnostic techniques in disease investigation in a wide range of veterinary species, including domestic livestock, wildlife and aquatics.
3. A record of publication of peer reviewed scientific papers, extension material and/or industry reports relevant to the area of veterinary pathology.

### **Special requirements**

- A degree in Veterinary Science (obtained from an Australian university or recognised equivalent), and current recognised registration (or able to obtain prior to commencement) with the Veterinary Surgeons Board of Western Australia – registration must be maintained whilst employed by the department.
- Post-graduate qualifications in Veterinary Pathology or relevant field, recognised in Australia, equivalent to or exceeding Membership of the Australian and New Zealand College of Veterinary Scientists (ANZCVS).
- An acceptable National Police Certificate (police clearance) is required (if not currently held, must be acquired prior to commencement at applicant's expense)
- The contract of employment specifies terms and conditions relating to this position.

### **Certification**

The details contained in this document are an accurate statement of the duties, responsibilities and requirements of this position.

### **Delegated authority**

Signature: \_\_\_\_\_

Date: \_\_\_ / \_\_\_ / \_\_\_\_\_

Position title: Deputy Director General, Sustainability & Biosecurity