



Job Description Form (JDF)

Position details

Position title:	Senior Veterinary Pathologist
Position number:	Generic
Classification:	Specified Calling Level 4
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:

Role summary

At a nationally recognised professional level, demonstrating leadership and team management expertise and superior initiative and judgement, undertakes veterinary pathologist duties.

Utilises veterinary pathology expertise to conduct and oversee 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 complex 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 and complex animal disease investigations using pathology skills and laboratory techniques and resources.
- Leads, conducts and records surveillance for animal diseases of national and state significance.
- Recognises and responds 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 external and internal stakeholders.

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

Research and Development

- Provides veterinary pathology expertise to assist with industry development and presents information as required at conferences, seminars, workshops and field days.
- Leads the development and implementation of projects by conducting project work, meeting milestones, agreed outputs and internal and external reporting requirements.
- Develops and maintains an up-to-date and in-depth knowledge and awareness of relevant research, development findings, issues and trends.
- Develops and maintains effective relationships with relevant staff members and stakeholders; actively promoting technology, services and resources that are available; collaborates and remains aware of relevant projects and trends.
- Leads test development, validation and implementation.
- Prepares submissions for internal/external funding to industry funding bodies and progress reports to support the veterinary pathology and/or research program.
- Publishes the results of research and investigational work in the scientific literature.

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

- Coordinates and prepares reports, summaries and general correspondence as required.
- Provides supervision and direction of professional and technical 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. Significant knowledge and experience in veterinary species including performance and oversight of pathology examinations; selecting specimens for diagnostic laboratory testing and interpreting and applying laboratory data in disease diagnosis.
2. Demonstrated extensive knowledge and 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.

3. Substantial experience leading a team of laboratory professionals to fulfil diagnostic and surveillance objectives, including mentoring of staff.

Core capabilities

4. Build effective relationships: Highly-developed and effective written, verbal and interpersonal skills, including the ability to confidently liaise, collaborate with and communicate scientific information to departmental staff, industry and the community. Must be able to integrate, interpret and explain complex technical information in a digestible form, readily shareable to a wider audience.
5. Challenge for innovation: Highly-developed ability to think creatively and laterally anticipating opportunities and risks to provide high quality, future focused results.
6. Think strategically: Highly-developed research, conceptual and analytical skills including the ability to provide innovative solutions to complex and challenging issues and problems in order to meet organisational objectives.
7. Deliver in a changing environment: Highly-developed organisational skills with the ability to manage competing deadlines, drive continuous improvements, effectively manage change and to conceptualise, develop and apply complex techniques for veterinary science and management to enable specialist input into animal health and laboratory practice.
8. Lead and empower others: Highly-developed leadership and management skills with the ability to negotiate with, motivate and influence people; and a focus on providing sound strategic advice.

Desirable criteria

1. Substantial experience providing veterinary services, including field diagnostics and disease management, to commercial livestock or aquatic species.
2. Substantial 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.
- Advanced post-graduate qualifications in Veterinary Pathology or relevant field, recognised in Australia (Diplomate of the American College of Veterinary Pathologists (DACVP) or equivalent preferred).
- 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