



JOB DESCRIPTION FORM

SECTION 1 - OFFICE IDENTIFICATION

<p>ORGANISATION: PERTH ZOO</p> <hr/> <p>DIRECTORATE: ANIMAL HEALTH & RESEARCH</p> <hr/> <p>SECTION: VETERINARY DEPARTMENT</p>	<p>EFFECTIVE DATE OF DOCUMENT: November 2017</p> <hr/> <p>CLASSIFICATION: Level 2 POSITION NUMBER: 900310</p> <hr/> <p>TITLE: Technical Officer Veterinary Nurse ANZSCO CODE: 361311</p> <hr/> <p>SALARIES AGREEMENT/AWARD: GOSAC Award 1989 & Public Service and Government Officers General Agreement 2014</p>
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SECTION 2 - REPORTING RELATIONSHIPS

Title:	SUPERVISOR VETERINARY NURSING
Classification:	LEVEL 5



Responsible To

Title:	SENIOR TECHNICAL OFFICER VETERINARY NURSING
Classification:	LEVEL 4



Responsible To

THIS OFFICE



Responsible To

Title:	Offices under <u>direct</u> responsibility	Number of FTE's Supervised and controlled:
	Classification:	
	NIL	

SECTION 3 - KEY RESPONSIBILITIES

<p><i>Under general supervision, this position provides the nursing care, health monitoring and husbandry for a range of taxa in the Perth Zoo collection.</i></p>
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SECTION 4 - CONTEXT AND SCOPE

Our Vision

A world where diversity of species and habitats is secure

Our Purpose:

To inspire and act for wildlife conservation

We are committed to:

Excellent Animal Care: world leading standards for animals in our care

Excellent Customer Service: the best possible experiences for visitors, colleagues and partners

Collaboration and Partnerships: integrating our efforts and working with others

Innovation and Creativity: supporting and fostering ideas to improve our work

Integrity and Ethical Practice: strong corporate governance; honesty; and openness

Respect: valuing visitors, colleagues and our stakeholders

Environmental Responsibility: minimising the use of finite resources and Perth Zoo's impact on our environment

Social Responsibility: delivering social improvements by connecting people with wildlife and Perth Zoo

Learning and Knowledge: building knowledge through research and professional experience

ROLE OF SECTION

The Veterinary Department aims to provide the highest possible levels of health care, welfare, husbandry, species management and exhibit design for the animals under its care that enable Perth Zoo to achieve its operational and strategic objectives to provide a living example of natural habitats, collection planning and species management that reflect world priorities in Conservation.

ROLE OF POSITION

The role of this position is to work as an effective member of the Veterinary team providing for the highest level of care, health monitoring and husbandry to a broad range of taxa in the Perth Zoo collection under moderate supervision. Proficiency is measured against procedures in a veterinary setting as required.

SECTION 5 - SUMMARY OF DUTIES

Outcome: Animal Husbandry

1. Undertakes the daily husbandry of animals, providing general care and monitoring. Reports any health and husbandry issues to the Supervisor or Senior Veterinarian.
2. Changes to animals' routines are identified, discussed and implemented.
3. Recognises and reports obvious sick and injured animals.
4. Recognises and reports basic normal and abnormal behavior.
5. Contributes to the development of alternative diets, diet transitions, routines and Standard Operating Procedures.
6. Contributes to the development of animal holding facilities to ensure they are clean and safe, and assists in enclosure refurbishment.
7. Implements and maintains quarantine procedures for a variety of species.

Outcome: Veterinary Nursing

1. Captures, restrains and handles a range of animal taxa in a safe and ethical way to facilitate examination and administration of treatment.
2. Administers medication and monitors the condition of the animals, under supervision or direction of more senior veterinary staff.
3. Maintains industry standard veterinary nursing skills for all aspects of veterinary cases, including medicine, surgery, diagnostics, nutrition and implementation of treatment.
4. Performs a range of veterinary nursing skills on a range of species specific to a zoo environment under direction. These include but are not limited to:
 - Preparation for veterinary procedures;
 - Preparation of surgery for veterinary procedures;



- Preparation of equipment and animals for a range of veterinary procedures;
 - Participates in clinical, surgical and husbandry nursing of intensive care cases;
 - Anaesthesia management and monitoring;
 - Responds to an animal emergency;
 - Follows SOP's to set up wide range of hospital equipment; Performs in-house applied diagnostic tests.
5. Reports accurately, using established health care record keeping procedures including nursing notes, daily reporting and MedArks.

Outcome: Animal Holding Maintenance & Design

1. Ensures that animal holding areas are suitably maintained for quarantine, sick or injured animals.
2. Assists in appropriate changes to enclosure environment to accommodate species for the Zoo collection and quarantine purposes, as required.

Outcome: Veterinary Project Management

1. Contributes to project planning and veterinary management.
2. Contributes to animal import/export processes in conjunction with Veterinary Nursing Supervisor, veterinarians, Animal Records Officer and the Curator Collections.

Outcome: Collaborative Relationships

1. Develops, mentors and monitors the delivery of talks, media presentations and behind the scenes tours as required.
2. Assists the Senior Veterinary Nurse in the development of a network of relationships with conservation partners and other professionals.
3. Contributes to nursing staff involvement in undergraduate veterinary training programs through course development, lecturing and practical demonstration.
4. Assists in the provision of training to veterinary department staff and other zoo staff to promote veterinary issues pertaining to husbandry and animal management.
5. Delivers formal presentations for learning programs, workshops and conferences supporting events, public relations and education activities.

Outcome: Research

1. Contributes to approved research activities for the Veterinary Dept (e.g. data collection) as required in line with the Perth Zoo Research Business Plan.

Outcome: In-situ Conservation Fieldwork

1. Contributes to approved in-situ activities for the Veterinary Dept (e.g. biological sample collection and storage, pre-release animal health checks) as required.

Outcome: Sectional Resource Management

1. Trains staff according to Zoo policy, routines and Standard Operating Procedures as required.
2. Undertakes a role in the development and implementation of Veterinary Department operational plans and contributes to special projects such as redevelopment of exhibits and planned breeding as required.
3. Follows department SOP and the Zoo's Procurement policies to place Veterinary Department orders.
4. Assists with the coordination of Veterinary Department maintenance needs as required.

Outcome: A positive work environment

1. Contributes to the promotion of a workplace culture that supports:
 - Conservation and biodiversity goals;
 - Diversity and employment development;
 - Best practice occupational safety and health standards;
 - An environment free from discrimination and harassment;



- Customer service objectives;
- Ethical decision making.

Outcome: Other Duties.

1. Carry out other duties as directed.

SECTION 6 - SELECTION CRITERIA

Perth Zoo is a commercial conservation organisation with a strong focus on community engagement, research, learning & development. As a values driven organisation Perth Zoo is committed to wildlife conservation and a workplace that delivers environmental sustainability, equal opportunity and safe practices.

We are looking for someone who is committed to supporting and upholding our organisational values in the achievement of the Zoo's objectives.

Within this context, the successful applicant will demonstrate an ability to apply the following knowledge and skills to this role:

ESSENTIAL

1. National Certificate IV in Vet Nursing or equivalent recognised qualification.
2. Good working knowledge in nursing care and husbandry in a zoo or similar environment.
3. Proven ability to effectively communicate and interact at all levels.
4. Proven ability to apply the principles of equity and safety in the workplace.
5. Demonstrated ability to think clearly, act in a supporting role in an emergency.
6. Demonstrated conceptual knowledge and analytical skill in a field related to animal husbandry.
7. Demonstrated ability to plan and coordinate projects effectively both individually and in a team environment.
8. Demonstrated commitment to conservation and demonstrated effective communication of biodiversity ethos to a public audience.

DESIRABLE

1. Certificate III in Captive Animal Management or equivalent recognised zoo keeping qualification.
2. Experience in teaching small groups.
3. Accredited Veterinary Nurse (Australian).
4. Knowledge of and commitment to conservation consistent with the role of Zoos.



SECTION 7 - APPOINTMENT FACTORS

LOCATION:

SOUTH PERTH

ALLOWANCES/SPECIAL CONDITIONS
State allowances and conditions applicable.

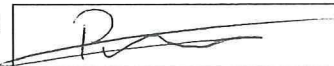
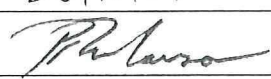
Pre-employment medical
Police Clearance
Preventative vaccination and disease screening program

SPECIALISED EQUIPMENT OPERATED
Specify type of equipment, make and model operated.


Darting equipment
Xray machine
Anaesthetic equipment

SECTION 8 - CERTIFICATION

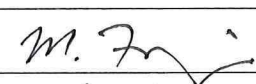
- (i) The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the job.

MANAGER	
DATE	28/11/17
DIRECTOR	
DATE	29/11/17

- (ii) Checked by:

PEOPLE SERVICES	
DATE	06/12/2017

- (iii) Approved by:

A/EXECUTIVE DIRECTOR	
DATE	11/12/17

- (iv) As occupant I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name (in full) _____



Government of Western Australia
Zoological Parks Authority



Perth Zoo

Signature

Date
