




# Job Description Form

## 1. Position Details

<b>Position Title</b> Veterinarian			<b>Position Number</b> ZPA3137838
<b>Level/Grade</b>	<b>Specified Calling Level</b> SCL2	<b>Agreement</b> GOSAC 1989 / PSCA 2019	<b>Effective Date</b> 20 July 2021
<b>Division</b> Zoological Parks Authority		<b>Branch</b> Life Sciences	
<b>Section</b> Veterinary Department		<b>Location</b> Perth Zoo, South Perth	

## 2. Reporting Relationships

<b>Position Title</b> Director Life Sciences	<b>Level/Grade</b> Level 8	 Registered JDF Establishment and Recruitment Officer 23 July 2021		
↑ <b>Responsible to</b>				
<b>Position Title</b> Senior Veterinarian	<b>Level/Grade</b> SC Level 3	<b>Other offices reporting directly to this office</b> <table border="1"> <tr> <td><b>Position title</b> Supervisor Veterinary Nurse Administration Officer</td> <td><b>Level/Grade</b> L5 L2</td> </tr> </table>	<b>Position title</b> Supervisor Veterinary Nurse Administration Officer	<b>Level/Grade</b> L5 L2
<b>Position title</b> Supervisor Veterinary Nurse Administration Officer	<b>Level/Grade</b> L5 L2			
↑ <b>Responsible to</b>				
↑ <b>This position</b>				
↑ <b>Officers under direct responsibility</b>				
<b>Position Title</b> NIL	<b>Level/Grade</b> NIL	<b>Approx. no. FTEs supervised</b> NIL		

## 3. Role and Scope

This is a brief outline of the key responsibilities and scope. Scope may include the level of guidance under which the job operates, range of assignments, and influence on results for the work function or program:

Under the supervision and direction of the Senior Veterinarian this position provides veterinary care to Perth Zoo animals as well as wildlife in line with the zoo's established priorities and objectives. Works collaboratively with the Senior Veterinarian, Veterinarians and Veterinary Nurses to provide high quality medical care to animal patients, training for undergraduate and postgraduate students, and participates in scientific research.

Individuals undertake their duties and responsibilities in accordance with the department's [Code of Conduct](#), policies and procedures, and relevant Government legislation.

<b>Position Title</b> Veterinarian			
<b>Position No.</b> ZPA3137838	<b>Level/Grade</b>	<b>Specified Calling Level</b> SC Level 2	<b>Effective Date</b> 20 July 2021

#### 4. Responsibilities of the Position and Broad Outline of Duties

The proportion of time likely to be spent on each function or duty may, if appropriate, be indicated as a percentage (%).

##### Animal Health and Welfare

1. Provides preventative and reactive veterinary care to zoo animals and native wildlife, including diagnostic, medical, surgical and emergency procedures.
2. Investigates disease outbreaks in the zoo and free-ranging wildlife, including carrying out post mortem examinations.
3. Assists with the implementation and review of Perth Zoo's quarantine and biosecurity practices, ensuring they are consistent with industry standards and all legislative requirements.
4. Considers the welfare of animals in all veterinary decisions and collaborates with Life Sciences staff in evaluating quality of life for animals.
5. Contributes veterinary advice regarding species management, captive breeding and contraception in consultation with the Senior Veterinarian.
6. Ensures animal health records are maintained to a professional standard and meet all organisational and legislative requirements for record keeping.
7. Works collaboratively within the clinical team to ensure animal health and welfare practices and procedures are of a consistently high standard across the zoo.
8. Contributes to the planning and management of complex animal procedures and clinical cases, in consultation with the Senior Veterinarian.
9. Collaborates with Life Sciences staff and external stakeholders to share knowledge and provide expert advice regarding zoo and wildlife health issues.
10. Monitors animal patients for zoonotic diseases and provides appropriate advice regarding prevention of zoonotic disease transmission to people.

##### Education, Training and Research

11. Delivers training in and assists with review of undergraduate and postgraduate teaching programs in zoo and wildlife medicine, in consultation with Murdoch University course coordinator and the Senior Veterinarian.
12. Participates in Perth Zoo's research and conservation programs, including fieldwork, as required.
13. Provides training to zoo staff in animal health and management issues such as nutrition and preventative health care.

##### Stakeholder relationships

14. Builds and maintains good working relationships with local, national and overseas parties with regard to veterinary, conservation and species management issues.
15. Actively promotes collaborative relationships with veterinary and human medical specialists who provide assistance to the Perth Zoo veterinary team.
16. Assists with public relations activities and undertakes media interviews and presentations as required.

##### Other

17. Contributes productively to a team culture where staff are respected and valued, and work is consistently performed to a high standard, thus supporting a positive and fulfilling work environment.
18. Provides leadership to zoo staff in clinical situations.
19. Undertakes other duties as directed.

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## 5. Selection Criteria

In the context of the duties and responsibilities of the position, the following selection criteria apply. All criteria are essential unless specified otherwise.

Applicants should address the following nine essential criteria in a written application. These should be addressed in no more than two pages in total.

1. Significant demonstrated knowledge and experience in the provision of veterinary care for wild animals in a zoo or similar environment, including husbandry, management, medicine, surgery, disease investigation and chemical restraint of a range of Australian and exotic species. It is expected that candidates are residency trained or accumulated experience to the level of board eligibility by the European or American College of Zoological Medicine or equivalent.
2. Demonstrated planning and organisational skills including the ability to manage priority conflicts and arrange work routines to make optimum use of time and resources.
3. Excellent written and verbal communication skills, including proven ability to establish effective working relationships with other veterinary and animal keeping staff, and external contacts.

The following essential criteria will be assessed at some stage during the selection process. Desirable criteria will be assessed as required:

4. A Veterinary degree qualification, eligible for registration by the WA Veterinary Surgeons Board to practice veterinary medicine in Western Australia.
5. Possession of, or eligibility to obtain, a permit to operate a dart gun (firearm) in Western Australia.
6. Current Class C Driver's License (or equivalent).
7. Sound understanding of research and/or conservation programs and projects related to Perth Zoo's objectives.

**Desirable criteria:**

8. Board certification by the European or American College of Zoological Medicine or equivalent, or other postgraduate training in wildlife health.
9. Experience in training and/or supervising undergraduate and/or postgraduate students.

### Values

In all of our work we will act with the highest *Integrity* and be *Open, Accountable, Creative, Responsive, Innovative, Outcome-focused* and *Collaborative*. For the purposes of this recruitment process, behaviour that reflects the values indicated below (as **Essential** and/or **Desirable**) are included as selection criteria for this position.

**Essential:**

*Open, Accountable, Creative, Responsive, Innovative, Outcome-focused, Collaborative, Integrity.*

Information on whether appointment to this position is subject to a satisfactory Working With Children or National Police check is included in Section 6 of this form.

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## 6. Other

<b>Position Status</b> Does the position form part of the permanent structure?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>Full Time Equivalent (FTE)</b> Full time hours = 1 FTE. Write part time hours as a proportion of 1 e.g. 0.6 FTE if 3 days per week i.e. 60% of full-time hours.	1.0		
<b>Allowances and Special Conditions</b> Applicable allowances and special conditions are checked with an 'x' in the appropriate box.	<input type="checkbox"/> District Allowance	<input type="checkbox"/> North West Leave	
	<input type="checkbox"/> Air Conditioning	<input type="checkbox"/> No Fixed Hours (Rangers only)	
	<input type="checkbox"/> Ranger Leave (Rangers only)	<input type="checkbox"/> Other - Please specify below:	
<b>Specialised Equipment Operated</b> Specify type of equipment e.g. 4WD.	Firearms (remote injection equipment/dart gun)		
<b>Working With Children</b> Specify if appointment to this position is subject to a satisfactory Working with Children check – if this position works with children, refer to <a href="https://workingwithchildren.wa.gov.au/about/categories-of-child-related-work">https://workingwithchildren.wa.gov.au/about/categories-of-child-related-work</a> for information on whether a check is required. If yes, applicants may be asked to provide a WWC check.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>National Police Check</b> Specify if appointment to this position is subject to a satisfactory National Police check. If yes, applicants may be asked to obtain a <a href="#">National Police Certificate</a> . For more information refer to the department's guidelines on <a href="#">National Police checks</a> .	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>Pre-employment medical and zoonosis screening</b> Specify if this position is subject to satisfactory completion of pre-employment medical	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>PEOPLE SERVICES BRANCH USE ONLY</b> ANZSCO Code	234711		

## 7. Certification

The details contained in this document are an accurate reflection of position.

Branch/Division Head	Director General
Signature: <i>W. Attenborough</i>	Signature:
Date: <i>22/7/21</i>	Date: