



Department of Biodiversity,  
Conservation and Attractions



# Job Description Form

## Position Details

<b>Position Title:</b> Veterinarian – Clinical Lead	<b>Position Number:</b> ZPA3147698	<b>Level:</b> Specified Calling Level 3
<b>Division:</b> Perth Zoo	<b>Branch:</b> Veterinary Department	<b>Section:</b> Life Sciences
<b>Employment Agreement:</b> GOSAC 1989 / PSCA 2024	<b>Location:</b> South Perth	<b>Effective Date:</b> 5 March 2025

## Our Values

Our values drive the way we make decisions, interact with each other, and work together to achieve results.



## Reporting Relationships

<b>Position Title</b> Veterinary Services Manager	<b>Level/Grade</b> SCL4	⇐	<b>Position title</b>		<b>Level</b>
<b>Responsible to</b>					
<b>This position</b>					

### Officers under *direct* responsibility

Position Title:	Level/Grade	Approx. no. FTEs supervised
Nil.		

## About the Role

Leading the Perth Zoo Veterinarians team, in consultation with the Veterinary Manager, this role provides comprehensive veterinary care, including diagnostic, medical, surgical and emergency procedures, to a diverse range of zoo animals and native wildlife in line with the zoo's established priorities and objectives. As clinical lead, you will consider the welfare of animals in all veterinary decisions and foster a collaborative culture with Life Sciences staff to evaluate animal welfare, contribute to species management, facility design and participate in research and conservation programs. Responsibilities will include animal disease outbreak investigations, and the implementation of quarantine and biosecurity practices. Additionally, this role will play a key role in

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veterinary teaching programs including training zoo staff in preventative health care. This role demands strong leadership, clinical expertise, and a commitment to promoting a positive and collaborative team culture, including the fostering of relations with local, national and international stakeholders.

*Individuals undertake their duties and responsibilities in accordance with the department's [Code of Conduct](#), policies and procedures, and relevant Government legislation. At Perth Zoo, we are committed to fostering a workplace culture that embodies Perth's Zoo values. Our values are aligned with DBCA and guide our performance and behaviours, ensuring compliance with the Code of Conduct, policies, procedures, and relevant legislation. By embracing these shared values, we create a professional, inclusive, and supportive workplace culture that drives us towards excellence and continuous improvement.*

**Responsibilities** (indicate proportion of time on each function or duty as a % where applicable (note, responsibilities can be in dot point or numbered):

### **Animal Health and Welfare**

- Provides preventative and reactive veterinary care to zoo animals and native wildlife, including diagnostic, medical, surgical and emergency procedures.
- Investigates disease outbreaks in the zoo and free-ranging wildlife, including carrying out post-mortem examinations.
- 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.
- Considers the welfare of animals in all veterinary decisions and collaborates with Life Sciences staff in evaluating animal welfare.
- Contributes veterinary advice regarding species management, captive breeding, and contraception in consultation with the Manager, Veterinary Department and other relevant managers.
- Ensures animal health records are maintained to a professional standard and meet all organisational and legislative requirements for record keeping.
- Leads day-to-day clinical work, in consultation with the Manager, Veterinary Department, to ensure animal health and welfare practices and procedures are of a consistently high standard across the zoo.
- Plans and manages complex animal procedures and clinical cases, in consultation with the Manager, Veterinary Department.
- Collaborates with Life Sciences staff and external stakeholders to share knowledge and provide expert advice regarding zoo and wildlife health issues.
- Monitors animal patients for zoonotic diseases and provides appropriate advice regarding prevention of zoonotic disease transmission to people.
- Supervises appropriate quarantine, testing and inspection procedures.

### **Education, Training and Research**

- Delivers training in and assists with review of all Veterinary teaching programs Perth Zoo participates in.
- Participates in Perth Zoo's research and conservation programs, including fieldwork, as required.

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- Provides training to zoo staff in animal health and management issues such as nutrition and preventative health care.

#### **Stakeholder relationships**

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

#### **Other**

- Assists the Manager, Veterinary Department with coordination and oversight of strategic and operational planning within the Vet department.
- Plays a leading role, with the Manager, Veterinary Department, to produce 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.
- Provides leadership to zoo staff, Veterinarians and Vet Nurses in clinical situations.
- In the absence of the Manager, Veterinary Department, fulfills veterinary management tasks as prescribed.
- Undertakes other duties as directed.

#### **Selection Criteria**

**Applicants should address the following 5 criteria. These should be addressed in no more than three pages in total.**

1. Licensed, or eligibility, to practice Veterinary medicine and surgery in Western Australia including a Tertiary degree in Veterinary Science and/or medicine.
2. Extensive demonstrated veterinary knowledge and experience with a wide range of Australian and exotic species, including medicine, surgery, disease investigation and chemical restraint.
3. Extensive knowledge of animal husbandry practice as it relates to non-domestic animal care in a captive environment.
4. High level interpersonal skills together with excellent written and verbal communication skills.
5. High-level ability to play a leading role in the veterinary team's provision of animal health services to zoo animals and wildlife, including undertaking management activities as required, and significant experience coordinating and collaborating with a veterinary team, staff and external stakeholders to produce a team culture where staff are respected and valued, and work is consistently performed to a high standard.

**Desirable criteria will be assessed as required:**

6. Experience in training and/or supervising undergraduate and/or postgraduate students.

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7. Board certification by the European or American College of Zoological Medicine or equivalent, or other postgraduate training in wildlife health.
8. An understanding and commitment to developing a workplace that maintains a functioning work/life balance for employees.

**Behaviour Expectations** [Leadership Expectations](#) provides a common understanding of the mindset and expected leadership behaviours for all public sector employees. The expected behaviours for this role is [Leading Others](#).

**Other position-related information (only relevant ones will be populated)**

<b>Position Status - Permanent</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>FTE:1.0</b>
<b>National Police Check</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No For more information refer to the department’s guidelines on <a href="#">National Police checks</a> .	
<b>Current WA Driver’s Licence or equivalent (only specify yes if a drivers licence is required for appointment to the position)</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Medical Assessment</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Working with Children</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If this position works with children, refer to <a href="http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/">http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/</a>	
<b>Allowance and Special Conditions</b> <input type="checkbox"/> District Allowance <input type="checkbox"/> Air Conditioning <input type="checkbox"/> Ranger Leave (Rangers only) <input type="checkbox"/> North West Leave <input type="checkbox"/> No Fixed Hours (Rangers only) <input checked="" type="checkbox"/> Other Preventative vaccination program	

**Certification**

Verified by: Recruitment and Establishment Section  
 Registered JDF  
 12 March 2025