



Job Description Form

Position Details

Position Title: Veterinarian	Position Number: PA	Level: SCL2
Division: ZPA	Branch: Life Sciences	Section: Veterinary
Employment Agreement: GOSAC 1989 / PSCA 2024	Location: South Perth	Effective Date: 9 April 2025

Our Values

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



We lead with integrity



We are curious and brave



We empower action



We are stronger together

Reporting Relationships

Position Title Manager, Veterinary Services	Level/Grade Level SCL4	⇐	Position title Clinical Lead Veterinarian(s)	Level SCL3
↑			Supervisor Veterinary Nurse	L5
Responsible to			Administration Officer	L2
This position, Perth Zoo Veterinarian				
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Officers under *direct* responsibility

Position Title: NIL	Level/Grade NIL	Approx. no. FTEs supervised: NIL
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About the Role

This position is involved in the day-to-day provision of animal health care at Perth Zoo, including case management, disease investigation, and liaison with animal husbandry staff. Under the direction of the Clinical Lead Veterinarian and the Veterinary Services Manager, this role assists in providing an animal health service to the Zoo, encompassing preventive medicine, nutrition, biosecurity, and emergency animal care. It also contributes veterinary expertise to Perth Zoo's animal management goals, such as breeding programs, wildlife health care, and animal wellbeing assessments. Additionally, this position supports the teaching of postgraduate and undergraduate veterinary students.

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.

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Responsibilities:
Animal health and well-being program

1. In consultation with the Clinical Lead Veterinarian, responsible for the implementation, development and management of a clinical veterinary program, involving assessment of sick animals, diagnosis of disease, and implementation of appropriate treatment.
2. Assist in the review of animal welfare and quality of life assessments with the keeping team.
3. Assists in the development and evaluation of a program of preventive medicine and nutrition.
4. Assists in the provision of an emergency animal health care service and veterinary response to animal emergencies, including assisting with wildlife cases that present to Perth Zoo.
5. Liaises with Technical Officers and Supervisors on aspects of the zoo's animal health programs.

Captive breeding, animal management and research

6. Under the direction of the Clinical Lead Veterinarian, undertakes veterinary activities associated with breeding programmes and collection management.
7. Contributes veterinary advice to projects related to animal management and captive breeding.
8. Devises and implements biosecurity strategies, including appropriate quarantine, testing and inspection procedures.
9. Undertakes veterinary aspects of research and conservation medicine as directed by the Clinical Lead Veterinarian and/or Veterinary Services Manager.

Education and Development

10. Delivers training to postgraduate and undergraduate veterinarians, in consultation with the Murdoch University Course Coordinator and Clinical Lead Veterinarian.
11. Trains veterinary department staff and other Zoo staff in matters pertaining to veterinary medicine.
12. Assists in the mentoring and training of the veterinary resident and less experienced veterinarians.
13. Participates in external training programs as required.

Other

14. Maintain accurate and up-to-date veterinary records, process results, and respond to emails as required.
15. Foster and maintain relationships with local, national, and international stakeholders regarding veterinary, conservation, and species management issues.
16. Promote a team culture that values diversity and encourages effective collaboration to achieve departmental goals.
17. Acts in accordance with relevant Zoo policies and guidelines.
18. Perform other duties as assigned to support the zoo's mission and operations.

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Selection Criteria

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

1. Licensed, or eligible, to practice veterinary medicine in Western Australia.
2. Veterinary experience with a wide range of zoo and wildlife species in a zoo or similar environment, including the provision of medical care, surgery, disease investigation, and anaesthesia.
3. Ability to respond and adapt to a changing workload, demonstrate a desire to learn, and be receptive to feedback.
4. Demonstrated ability to effectively participate in a small team by setting priorities, creating plans, and coordinating activities to achieve organisational outcomes, and promoting a team culture that values diversity and enables people to develop and work effectively together.
5. Excellent written and verbal communication and time management skills.

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


6. Knowledge of animal husbandry practice as it relates to non-domestic animal care in a captive environment, including captive breeding, nutrition, biosecurity, housing and enclosure design (Desirable)
7. Experience in research techniques and design (Desirable)
8. Experience in staff supervision (Desirable)
9. Experience in training and assessment of students (Desirable)

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 [Personal Leadership](#)

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

Position Status - Permanent <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	FTE:1.0 (0.8 for other)
National Police Check <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No For more information, refer to the department's guidelines on National Police checks .	
Current WA Driver's Licence or equivalent (only specify yes if a driver's licence is required for appointment to the position) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Medical Assessment <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Working with Children <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If this position works with children, refer to http://www.checkwwwc.wa.gov.au/checkwwwc/WWC+Check/	
Allowance and Special Conditions <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

 9 April 2025