



Veterinarian & Animal Welfare Officer

School/Directorate	School of Environmental and Rural Science	Faculty:	Faculty of Science, Agriculture, Business and Law
Classification Level:	HEO 8	Position Number:	0000014644
Number of direct reports:	0	Location:	Armidale
Date classified:	6 January 2020	Reports to:	Director, CART

University of New England

The University of New England (UNE), Armidale is a regionally based, globally networked university that is renowned for the quality of its student experience and the excellence of its research specialisations. UNE pioneered teaching to external students making it the most experienced provider of distance and innovative online education. Currently there are over 26,000 students (84% of whom are distance/online students) and approximately 1,200 academic and general staff.

The UNE decadal strategic plan 2021-2030, Future Fit, has been developed to guide the University to deliver on its enduring vision to support the aspirations of individuals in communities, and communities within regions, in a digital age.

- [Future Fit 2021-2030](#)

The Centre for Animal Research and Teaching (CART) is an essential service provider of animal research facilities and technical training within the Faculty of Science, Agriculture, Business and Law (SABL). The facilities enable high quality animal research and experimentation, which are important to maintaining the reputation of UNE as a provider of quality research outcomes to a range of agricultural industries. The CART also provides facilities that support Australian wildlife and biomedical research. An additional function of the CART is to provide facilities and technical assistance that underpin training and educational opportunities for higher degree researcher (HDR) and undergraduate students enrolled at UNE.

The Role

The UNE Veterinarian and Animal Welfare Officer is responsible for the wellbeing of animals housed intensively or extensively on UNE property. They will provide leadership, veterinary services, technical support, advice, education and create associated policies across all areas of teaching and research involving the use of animals. The position requires the application of relevant expertise across multiple disciplinary areas and livestock species. Reporting to the Director of CART, this role operates with broad direction and includes responsibilities across the Faculty wherever animals are

managed by the UNE for research, teaching or commercial reasons. The position provides leadership to ensure that industry best practice is applied in the conduct and welfare of all animal related research and teaching activities at the University.

Key Responsibilities

1. Provide leadership and be actively engaged in supporting the conduct of animal related research, teaching and animal welfare across the University. Participate in public relations activities for the UNE.
2. Oversight of the health and wellbeing of animals recruited into experiments or maintained for teaching purposes. Maintain adequate veterinary supplies and equipment to achieve this, keep accurate records of all activities and maintain an inventory of consumables. Monitor animal health, provide veterinary services and conduct post mortems as required.
3. Provision of veterinary and technical support for animal related experiments from design to publication as required.
4. Provision of veterinary support and advice for UNE SMART farms as required and assist in on-farm teaching activities as required.
5. Responsible for the assessment of animal welfare and environmental indicators in UNE facilities and farms, recommend and implement changes as required and conduct annual facility audits.
6. Responsible for the provision of veterinary support to animal related practical components of undergraduate units located in UNE facilities and adapting or developing new procedures to improve educational outcomes.
7. Liaison and collaboration with the CART Operations and Training Manager to ensure:
 - that environmental and animal welfare indicators are monitored, evaluated, recorded and addressed as required;
 - the development and delivery of a comprehensive education and assessment program for CART staff and new HDR students including animal care, animal handling, sampling techniques and facility inductions; and
 - that biosecurity protocols are in place, maintained, updated and adhered to.
8. Membership of the UNE Animal Ethics Committee (Category A). Development and implementation of animal welfare related policies.
9. Develop and/or update protocols for after-hours/emergency care of UNE animals.
10. Maintain up to date knowledge of relevant scientific literature and industry developments. Represent the UNE at conferences, appropriate industry forums and events to enhance industry links and promote opportunities for collaboration.
11. Ensure knowledge of the Rules, Policies and Procedures of the University (available on the University website) is maintained and abide by them as they are amended, varied or replaced from time to time.

Note: *It is not the intention of the position statement to limit the scope or accountabilities of the position but to highlight the key responsibilities of the position. The responsibilities listed above may be altered in accordance with the changing requirements of the role.*

How you will be assessed for the role

The UNE Core Capability Framework describes six core capabilities for all staff at UNE. Your merit will be assessed based on the demonstration of all or most of the following UNE core capabilities as they relate to the role:

- Shapes and Supports Strategy
- Leads and is Open to Change
- Acts with Courage and Integrity
- Delivers and Achieves Results
- Develops and Maintains Relationships
- Communicates with Influence

You will also need to exhibit the knowledge, educational requirements, skills and attributes required for the position.

Selection Criteria	
Knowledge & Education	1. Completion of a Veterinary Science degree registerable in Australia and significant experience in animal research and welfare.
Occupation specific	2. A deep and specialised understanding of animal health and welfare (across a range of domestic and wildlife species) in relation to the conduct of animal experimentation. 3. A specialised understanding of animal research needs and facilities.
Core Capabilities relevant to the Role	
1. Shapes and Supports Strategy 2. Leads and is Open to Change 3. Delivers and Achieves Results	4. Demonstrated experience in developing technical protocols, policies and procedures to deliver on strategic and operational plans. 5. Demonstrated customer service mentality with a focus on providing solutions, timely communication and delivery of quality outcomes.
1. Communicates with Influence	6. Demonstrated high level communication (written and oral) and interpersonal skills with the ability to both develop and communicate technical information and to build positive relationships with colleagues and students.
1. Develops and Maintains Relationships 2. Acts with Courage and Integrity	7. Demonstrated ability to successfully work independently and as part of a functional team, and to collaborate cross-functionally with a range of internal and external stakeholders to achieve agreed outcomes. 8. Ability to provide leadership within a management matrix whilst maintaining professional independence and articulating a comprehensive animal welfare agenda.
Desirable Criteria	
Knowledge and Education	1. Postgraduate qualifications in livestock health or production highly regarded.
Special requirements	
1. Willingness to work outside normal business hours and participate in an on-call roster 2. Possession of a Class C driver's license 3. First aid certificate or willingness to obtain one	