

# Role Description

## Veterinary Pathologist

|                                        |                                                            |
|----------------------------------------|------------------------------------------------------------|
| Cluster                                | Department of Planning, Industry & Environment             |
| Agency                                 | Taronga Conservation Society Australia                     |
| Division/Branch/Unit                   | Taronga Conservation Society Australia                     |
| Location                               | Taronga Zoo or Taronga Western Plains Zoo                  |
| Classification/Grade/Band              | Clerk Grade 8/9                                            |
| Senior Executive Work Level Standards: | Only for Executive positions                               |
| Kind of Employment                     | Temporary                                                  |
| ANZSCO Code                            | 234711                                                     |
| PCAT Code                              | xxx                                                        |
| Date of Approval                       | November 2021                                              |
| Agency Website                         | <a href="http://www.taronga.org.au">www.taronga.org.au</a> |

### Agency overview

**Taronga Conservation Society Australia (Taronga)** forms part of the **Department of Planning, Industry and Environment (DPIE)** Cluster and the Energy, Environment and Science Group. It is established under NSW Government legislation and is governed by a Board appointed by the NSW Minister for Energy and Environment. Taronga's vision is to create a shared future for wildlife and people. Through its efforts Taronga protects endangered species, increases understanding of wildlife and inspires community action.

### Primary purpose of the role

The Veterinary Pathologist is responsible for the provision of a diagnostic pathology service for Taronga Zoo and Taronga Western Plains Zoo as required and a histopathology service for both Zoo's. This role participates in the activities of the Australian Registry of Wildlife Health, and assist with providing a wildlife pathology diagnostic service for the Office of Environment and Heritage.

### Key accountabilities

- Manages the provision of veterinary pathology services for Taronga Conservation Society Australia
- Assist the clinical veterinarians and laboratory staff on a daily basis with pathology related issues, e.g. gross pathology in clinical cases, cytology, biopsies, haematology, parasitology, etc.
- Maintains the pathology data base records including finalising and coding of cases in a timely manner.
- Assist with external and internal research projects by providing samples, specimens and advice.
- Provides expert advice on Zoological and Wildlife Pathology to outside organisations and individuals in the form of consultancies, lectures and written material.
- Supervise the day to day activities of Taronga Zoo's clinical pathology laboratory including staff.
- Provides accurate and timely reporting on significant pathology cases as required

### Key challenges

- Balancing the provision of pathology services to both Zoo's and supervision and reporting requirements given the complexity of pathology cases and heavy operational case load
- Providing timely pathology case reports, completing a report to for Board papers every two months and responding to internal and external enquiries in addition to the day to day workload
- Maintaining a current knowledge of the anatomy, histology and pathology of a wide range of species from all Classes of vertebrates and invertebrates.

## Key relationships

| Who                                                                                                                                                               | Why                                                                                                                                                                                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Internal</b>                                                                                                                                                   |                                                                                                                                                                                                                                  |
| Direct Reports/Team                                                                                                                                               | To provide leadership, management, information and performance feedback; to receive support and information; and to ensure ongoing communication, professional working relationships, and a positive and productive team culture |
| Management and other Taronga colleagues                                                                                                                           | To work professionally and collaboratively together; to provide/receive support, information and services; and to ensure ongoing communication and professional working relationships                                            |
| <b>External</b>                                                                                                                                                   |                                                                                                                                                                                                                                  |
| Stakeholders (which may for example include zoo visitors, consultants, contractors, suppliers, sponsors, media, auditors, government agencies and/or authorities) | To receive/provide information, direction, excellent customer service and/or work collaboratively together; and to represent Taronga in a professional and ethical manner.                                                       |

## Role dimensions

### Decision making

- This role is empowered to deal with operational issues as they arise, more complex issues/decisions are to be made in consultation with the Senior Veterinarian.
- This role is expected to follow management instructions and uphold Taronga's Code of Conduct, Policies, Procedures, Charters (WHS, Customer Service and Animal Welfare) and Environmental Sustainability endeavours.
- Take reasonable care of own safety and ensure own conduct does not adversely affect the health and safety of others.
- Project a positive company image, work constructively as a Taronga team member, and report Taronga Compliance breaches.

### Reporting line

This position reports to the Senior Veterinarian, Taronga Zoo

### Direct reports

This role provides support and supervision to the following positions:

- Laboratory Technical Officer
- Assistant Laboratory Technical Officer
- Pathology Assistant

### Budget/Expenditure

The position has no delegated financial sign off authority

## Essential requirements

- Tertiary qualifications in Veterinary Science and registration or eligibility for registration with the Veterinary Practitioners Board of NSW
- Post-graduate training in veterinary pathology (Board Certification, Membership of the Australian College of Veterinary Surgeons in Pathology or equivalent or progress towards eligibility).
- Experience in pathology relating zoo animals and wildlife
- A pre employment TB screening, Q Fever, Rabies and Tetanus vaccinations are a requirement of this role and must be obtained at the employees own expense

- Obtain and maintain a current volunteer NSW Working with Children Check at own expense.

In the interest of the health and safety for everyone accessing a Taronga workplace, it is a requirement of the incumbent, who can safely vaccinate against Covid-19, to do so and provide their certificate prior to commencement.

## Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework)

### Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

| NSW Public Sector Capability Framework                                                                  |                                       |              |
|---------------------------------------------------------------------------------------------------------|---------------------------------------|--------------|
| Capability Group                                                                                        | Capability Name                       | Level        |
| <br>Personal Attributes | <b>Display Resilience and Courage</b> | <b>Adept</b> |
|                                                                                                         | Act with Integrity                    | Adept        |
|                                                                                                         | <b>Manage Self</b>                    | <b>Adept</b> |
|                                                                                                         | Value Diversity                       | Intermediate |
| <br>Relationships      | <b>Communicate Effectively</b>        | <b>Adept</b> |
|                                                                                                         | Commit to Customer Service            | Intermediate |
|                                                                                                         | <b>Work Collaboratively</b>           | <b>Adept</b> |
|                                                                                                         | Influence and Negotiate               | Intermediate |
| <br>Results           | Deliver Results                       | Adept        |
|                                                                                                         | Plan and Prioritise                   | Intermediate |
|                                                                                                         | <b>Think and Solve Problems</b>       | <b>Adept</b> |
|                                                                                                         | Demonstrate Accountability            | Intermediate |
| <br>Business Enablers | Finance                               | Foundational |
|                                                                                                         | <b>Technology</b>                     | <b>Adept</b> |
|                                                                                                         | Procurement and Contract Management   | Intermediate |
|                                                                                                         | Project Management                    | Intermediate |

### Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate **immediate** competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

| NSW Public Sector Capability Framework                       |       |                                                                                                                                                                              |
|--------------------------------------------------------------|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Group and Capability                                         | Level | Behavioural Indicators                                                                                                                                                       |
| <b>Personal Attributes</b><br>Display Resilience and Courage | Adept | <ul style="list-style-type: none"> <li>• Be flexible, show initiative and respond quickly when situations change</li> <li>• Give frank and honest feedback/advice</li> </ul> |

## NSW Public Sector Capability Framework

| Group and Capability                            | Level | Behavioural Indicators                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                 |       | <ul style="list-style-type: none"> <li>Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively</li> <li>Raise and work through challenging issues and seek alternatives</li> <li>Keep control of own emotions and stay calm under pressure and in challenging situations</li> </ul>                                                                                                                                                                                                                                                                                                                                                                |
| <b>Personal Attributes</b><br>Manage Self       | Adept | <ul style="list-style-type: none"> <li>Look for and take advantage of opportunities to learn new skills and develop strengths</li> <li>Show commitment to achieving challenging goals</li> <li>Examine and reflect on own performance</li> <li>Seek and respond positively to constructive feedback and guidance</li> <li>Demonstrate a high level of personal motivation</li> </ul>                                                                                                                                                                                                                                                                                                                   |
| <b>Relationships</b><br>Communicate Effectively | Adept | <ul style="list-style-type: none"> <li>Tailor communication to the audience</li> <li>Clearly explain complex concepts and arguments to individuals and groups</li> <li>Monitor own and others' non-verbal cues and adapt where necessary</li> <li>Create opportunities for others to be heard</li> <li>Actively listen to others and clarify own understanding</li> <li>Write fluently in a range of styles and formats</li> </ul>                                                                                                                                                                                                                                                                     |
| <b>Relationships</b><br>Work Collaboratively    | Adept | <ul style="list-style-type: none"> <li>Encourage a culture of recognising the value of collaboration</li> <li>Build co-operation and overcome barriers to information sharing and communication across teams/units</li> <li>Share lessons learned across teams/units</li> <li>Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work</li> </ul>                                                                                                                                                                                                                                                                     |
| <b>Results</b><br>Think and Solve Problems      | Adept | <ul style="list-style-type: none"> <li>Research and analyse information, identify interrelationships and make recommendations based on relevant evidence</li> <li>Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of options</li> <li>Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness</li> <li>Identify and share business process improvements to enhance effectiveness</li> </ul>                                                                                                                                                                                   |
| <b>Business Enablers</b><br>Technology          | Adept | <ul style="list-style-type: none"> <li>Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks</li> <li>Identify opportunities to use a broad range of communications technologies to deliver effective messages</li> <li>Understand, act on and monitor compliance with information and communications security and use policies</li> <li>Identify ways to leverage the value of technology to achieve team/unit outcomes, using the existing technology of the business</li> <li>Support compliance with the records, information and knowledge management requirements of the organisation</li> </ul> |