

Attachment A – Position requirements

Position:	Veterinarian	Date: April 2022
Group/Department:	Fish Health	
Reports to:	Fish Health Manager	
Position Objective: The primary objective of this position is to support the Fish Health Manager in the management of fish health, welfare and biosecurity across all hatchery and marine farm sites operated by Huon. The Veterinarian will have a hands-on approach, undertaking disease investigation and control, fish dissection and tissue sampling for disease surveillance, development and implementation of preventative health initiatives, prescription and regulation of veterinary medicines and assisting with development and implementation of biosecurity plans. The position will be based at Hideaway Bay one hour south of Hobart, but will require regular travel to all hatchery and marine sites operated by Huon.		
Key Work Activities	Work Performance requirements	
Investigating mortality, disease outbreaks and poor performance at Huon sites (Fresh Water and Marine Operations)	This includes field assessments of fish populations, dissection of mortalities, collection of tissue samples and evaluation of laboratory results to come to a diagnosis and then determine treatment options or management strategies accordingly.	
Work closely with all Hatchery and Marine site managers regarding fish health and biosecurity	Under the direction of the Fish Health Manager, providing fish health support, supporting and developing the understanding of the fish health, welfare and biosecurity status of the business at all times.	
Preparation, verification and signing off of Fish Health reports	In consultation with the Fish Health manager, prepare reports including veterinary health certificates, vaccine safety trials, positive release forms, veterinary prescriptions, medication authorities and any other requirements relating to auditing.	
Supporting and promoting biosecurity practices to optimise fish health and	Working closely with the Fish Health Manager, this role will: Support the development and improvement of protocols for biosecurity.	

reduce the risk of disease spread	• Provide training for staff on disinfection processes with equipment • Signing off on the movement release of equipment between Huon sites and assessment of fish health prior to any stock movements • Promoting the importance of biosecurity practices to all staff.
Monitoring and supporting routine practices that have Fish Health impacts, providing recommendations on improvements	Supporting the below routine practices, with regular field work and interaction with a large range on the Huon workforce: • Freshwater bathing • Mortality collection • Gill checks • Vaccinations • Spawning
Coordinate, assist and/or report on trials/research relating to Fish Health	Working closely with the Fish Health Manager, this role will undertake trials/research which may focus on; • comparing different disease treatment options • evaluating strategies for minimising mortality or injury • investigating the disease status of wild fish species that interact with our salmon.
Ensure a good working relationship and free exchange of information with managers and personnel across both marine and freshwater sites	• Regular visits to Macquarie Harbour to discuss potential health issues, environmental compliance concerns, or provide updates and training to staff on environmental and fish health issues • Regularly attend Fresh Water Meetings • Regularly visit Huon hatchery sites to discuss potential health issues, or provide updates and training to staff on fish health and biosecurity issues in conjunction with relevant Huon managers
Qualifications and competencies	Required Qualifications • Bachelor of Veterinary Science • Hold and maintain a Drivers Licence. Preferred competencies: • Knowledge of the aquaculture industry and an understanding of the current issues facing fish farmed in the Tasmanian region • Knowledge of fish physiology, anatomy, disease recognition and pathophysiology, treatment options and management strategies • Strong organisational, analysis, presentation and communication skills

	• Experience developing and contributing to policy / procedure development and compliance, including consultation. Training requirements: • Attend seminars/conferences related to aquaculture, particularly in respect to fish health research and development within salmonid aquaculture. • Attend relevant training courses related to biosecurity
Medical Requirements	Underwent Huon's pre-employment health assessment and was assessed as fit to carry out duties of the role.