



**QUEENSLAND RACING
INTEGRITY COMMISSION**

Engagement | Education | Enforcement



Chief Veterinary Officer

Role description

Job Ad Reference	QRIC427133
Role Title	Chief Veterinary Officer
Status	Full-Time
Location	Brisbane
Contact	Annette Finch
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Our organisation

The Queensland Racing Integrity Commission's (the Commission) responsibility is to implement and administer a rigorous integrity framework, and is specifically charged with restoring public confidence in Queensland's racing industry. The Commission provides a strong and impartial oversight of the Queensland Racing Industry through a governance structure with specific integrity assurance and investigation functions associated with all codes of racing (currently thoroughbred, harness and greyhound racing).

QRIC provides authoritative advice on all functions for racing integrity to the Queensland Government, and to the relevant stakeholders and participants in the Queensland racing industry.

More information about the Queensland Racing Integrity Commission functions and powers under the *Racing Integrity Act 2016* is available from the Commission's website, www.qric.qld.gov.au.

Our purpose

The Commission provides an intelligence, investigation, educative, scientific and technical investigations and regulatory compliance framework aimed at ensuring the integrity of all persons involved with the Queensland racing industry; safeguarding the welfare of all animals involved in racing; and maintaining public confidence in the racing of animals in Queensland. Its purpose extends to assessing and issuing of licences related to animals and participants that are suitable to be licensed for a code of racing.

Role Responsibility and Accountabilities

The Chief Veterinary Officer is a key leadership role within the Commission. As the professional lead for veterinarians and veterinary services in QRIC, you would be responsible for facilitating connectedness and collegiality among the cohort of veterinarians across the broad range of activities undertaken by QRIC.

As the successful applicant, you will have comprehensive view of racing system risks, gaps and opportunities and will provide expert technical advice on animal health and animal welfare, to the

Commissioner, Deputy Commissioner, Chief Stewards, General Managers, and other key personnel as required.

Our Chief Veterinary Officer will participate and represent QRIC in relevant internal and external forums (to advise or lead on matters) as required. You would be expected to collaborate, influence and act as a sounding board for leaders at all levels across the Commission and across the Queensland racing sector.

Reporting to the Commissioner, the role of the Chief Veterinary Officer is responsible for the management of veterinary service provision at thoroughbred, harness, and greyhound race meetings across Queensland, including the management of the Commission's employed and contracted On-Track-Veterinarians (OTV's).

Our Chief Veterinary Officer works closely with members of the Executive Leadership Team and strives to continuously improve the veterinary operational decision-making capabilities and therefore welfare outcomes for racing animals in Queensland. The role also has key accountabilities for assisting with analysis and research, collaboration with industry and continuous education of racing participants.

Additionally, your responsibilities will include:

- Act as an independent advisor and examiner at thoroughbred, harness, greyhound race meetings throughout Queensland and provide appropriate, professional veterinary services.
- Lead and develop the Veterinary services team to ensure operational requirements, veterinary capability and service levels are met for the organisation and industry.
- Develop an operating model and organisational capability that meets the needs of the business, is scalable, cost effective and contemporary.
- Oversee the day-to-day provision of veterinary services at race meetings in Queensland including roster preparation, liaison with OTV'S and management of operational veterinary capability on a day-to-day basis.
- The preparation of expert witness statements and veterinary opinion statements to support the legal framework and disciplinary actions.
- Develop and implement effective policy frameworks to effectively manage all veterinary care matters across all Commission functions.
- Providing expert, evidence-based advice to drive key reform agenda through policy implementation and participant education projects.
- Ensure appropriate risk management strategies are in place to effectively respond to incidents relating to veterinary practices.
- Through the Commissioner and General Manager External Affairs, deliver critical media and community announcements and education in relation to emergency response and veterinary care initiatives.
- Ongoing professional development of the Commission's OTV's.
- Developing and maintaining strong relationships with veterinary practitioners, internal and external stakeholders, and industry participants to achieve best practice standards and reform agenda.
- Manage financial planning, forecasting and budget preparation for the Veterinary Services function.
- Promote the safety culture of QRIC by reporting all incidents and hazards and ensuring work is undertaken in the safest way possible, following all WHS legislation, policies/procedures, and guidelines relevant to the job.
- Demonstrate ethical behaviour and integrity as required by the *Public Sector Ethics Act 1994*.

Success capabilities for the role

The Queensland Public Service [Leadership Competencies Framework](#) applies to all Queensland public sector employees. For this role, we will consider how well you demonstrate the leadership

competencies critical to the performance of an Executive, focussing on the following key competencies:

Vision	- Leads strategically - Thinks critically and acts on the broader purpose of the system - Makes insightful decisions - Makes considered, ethical and courageous decisions based on insight into the broader context
Results	- Develops and mobilises talent – Strengthens and mobilises the unique talents and capabilities of the workforce - Builds enduring relationships – Builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes - Drives accountability and outcomes – Demonstrates accountability for the execution and quality of results through professionalism, persistence and transparency
Accountability	- Fosters healthy and inclusive workplaces – Fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritised - Demonstrates sound governance – Maintains a high standard of practice through governance and risk management.

Special Requirements and Working Conditions

- Must hold a current drivers licence
- Degree in Veterinary Science from a recognised tertiary institution that can be registered in Queensland or the equivalent academic qualifications
- Registered with the Veterinary Surgeons Board of Queensland (or eligible to be registered)
- May be required to work on weekends and extended hours when reasonably required.
- Interstate and Intrastate travel may be a requirement
- Candidates will be subject to a criminal history check and/or probity check during the selection process. The recommended applicant will be required to disclose any previous serious disciplinary action.
- Employees of the Queensland Racing Integrity Commission will be required to sign a conflict of interest form. You may be precluded from consideration for this position if any private interest or relationship constitutes a conflict of interest under the Conflict of Interest Policy, guideline and procedures that cannot be reasonably managed.
- Employees of the Queensland Racing Integrity Commission are precluded from betting on all sporting events within Australia throughout the period of their employment.

Our values

The Commission's leadership behaviour is driven by the public sector values.



Customers first
Know your customer

Deliver what matters
Make decisions with empathy



Ideas into Action
Challenge the norm and suggest solutions

Encourage and embrace new ideas
Work across boundaries



Unleash potential
Expect greatness

Lead and set clear expectations
Seek, provide and act on feedback



Be courageous
Own your actions, successes and mistakes

Take calculated risks
Act with transparency



Empower people
Lead, empower and trust

Play to everyone's strengths
Develop yourself and those around you

Conditions and benefits of the role

The employment conditions are set out in the *Public Service Act 2008*. Remuneration commensurate with role and responsibilities is available.

How to apply

To apply for this role, you will need to submit the following:

- Your current resume detailing your previous work or voluntary experience including **two** referees who have personally observed you displaying the **leadership competencies** required for this role.
 - A description of two activities that you have been involved with that can demonstrate to us that you possess the **leadership competencies** mentioned above. Your response must be no longer than two pages.
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Additional information

- A three-month probationary period will apply to successful candidates external to the public sector.
- Flexible work arrangements will be considered for the advertised role.
- Newly appointed public service employees are obliged to disclose within one month of starting duty, a disclosure of employment as a lobbyist in the previous two years.
- Applications may remain current for 12 months and may be considered for recurring vacancies. These may be at an alternative location or for an alternative employment basis (full-time or part-time).