



Position Description

College/Division:	Research Services Division
Faculty/School/Centre:	
Department/Unit:	Research Integrity and Compliance Group
Position Title:	University Veterinarian
Classification:	Senior Manager 1
Position No:	28053
Responsible to:	Associate Director, Research Integrity and Compliance
Number of positions that report to this role:	-
Delegation(s) Assigned:	-

PURPOSE STATEMENT:

The University Veterinarian will provide specialist support for the delivery of research animal services by providing veterinary advice and consultancy in relation to maintenance of animal welfare and husbandry standards.

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

The University Veterinarian will work with investigators, animal facility managers, the ANU Animal Experimentation Ethics Committee (AEEC), and Research Services Division to maintain the provision of excellent animal services to internal and external clients, stakeholders and collaborators. The University Veterinarian will also provide specialist advice and expertise to the University Executive on veterinary matters as they relate to the legislative and statutory requirements for animal welfare within a research animal facility.

Role Statement:

Under the broad direction of the Director, Research Services Division the University Veterinarian will:

1. Respond to incident reports from technical staff, researchers or others with regards to ill or injured research animals. Provide advice and/or treatment, including surgery and disease control, as necessary.
2. Liaise with veterinary specialists, veterinary clinics and pathologists where required for the request for medications, health investigations, monitoring programs and other matters as determined by the veterinarian.
3. Work with the management and technical teams of the ANU associated animal facilities to provide policy advice and draft recommendations regarding training, standard operating procedures, management of animal holding facilities and strategic decision making, where welfare and standard of care are potentially affected.
4. Exercise delegated authority from the University Executive and AEEC to remove animals from research programs and experiments or perform procedures as necessary for the diagnosis of disease, investigation of unexpected outcomes or treatment of animals such as surgery or medication.
5. Provide veterinary oversight of implementation of new procedures or practices to ensure that the care and use of animals for scientific purposes within the institution complies with the Australian code of practice for the care and use of animals for scientific purposes.
6. Assist in the management of disease outbreaks and emergencies involving animals, reporting directly to Deputy Vice-Chancellor (Research) through the Director, Research Services Division.
7. Provide advice to researchers on appropriate ethical/welfare strategies for minimising harm to animals and addressing the 3 Rs (refinement, reduction and replacement) for improvement of drafted and approved research protocols.
8. Deliver training as required for staff including the development of training standards.
9. Undertake regular rounds of the University's animal facilities.
10. Management of Schedule 8 Controlled Drugs (Possession without authority illegal) on campus.
11. Provide veterinary advice directly to the Australian Phenomics Facility (APF) and other animal facilities when the APF Head of Animal Services is absent from campus.

12. Manage adverse events (those that are both a definitive incident or a notification, anonymous or otherwise, that a potential issue may be arising) regarding, and impacting on, animals:
13. Liaise with the research group and Associate Director, Research Integrity & Compliance with regards to adverse events and provide advice on appropriate actions, reporting mechanisms, and investigation where necessary, including meetings, future planning and monitoring.
14. Where necessary, provide first response or recommend appropriate immediate action to adverse events where veterinary intervention is required or researchers are unable to respond e.g. euthanasia of cohort of animals. Perform post mortems on animals affected by adverse event, and engage services of pathology providers or other experts for investigation of adverse event as required.

See the [classification descriptors for professional staff](#) and [minimum standards for academic staff](#)

SELECTION CRITERIA:

1. A degree in Veterinary Medicine with a licence to practice in the ACT. Relevant experience in the field of laboratory medicine is desirable.
2. Demonstrated experience in delivering high quality animal services including the ability to conduct post-mortems and surgical procedures as required, and maintain accurate and detailed records.
3. Knowledge of relevant legislation, University policies and industry standards required for animal care and use in an animal research facility.
4. Well-developed interpersonal and communication skills, both written and oral, including the ability to consult, negotiate and liaise effectively with a diverse range of people.
5. Ability to build and maintain effective working relationships and act with diplomacy and discretion when dealing with sensitive and confidential issues.
6. Highly developed problem solving skills that can be applied to complex issues and processes with the ability to use initiative, apply sound judgement and discretion, and attention to detail.
7. Demonstrated high level understanding of equal opportunity principles, and a commitment to their application in a university context.

The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the [Background Checking Procedure](#) which sets out the types of checks required by each type of position.

Supervisor/Delegate Signature:		Date:	
Printed Name:		Uni ID:	

References:

[Professional Staff Classification Descriptors](#)

[Academic Minimum Standards](#)



**Australian
National
University**

Position Description

College/Division:	Research Services Division
Faculty/School/Centre:	Research and Innovation Portfolio
Department/Unit:	
Position Title:	Senior University Veterinarian
Classification:	Senior Manager 2
Position No:	13742
Responsible to:	Director, Research Services Division
Number of positions that report to this role:	1
Delegation(s) Assigned:	D8

PURPOSE STATEMENT:

The Senior University Veterinarian will provide leadership, guidance and specialist support for the delivery of veterinary advice and working closely with researchers and in particular the John Curtin School of Medical Research, ANU Medical School and the research School of Biology in relation to maintenance and continual improvement of animal welfare and husbandry standards.

KEY ACCOUNTABILITY AREAS:

Position Dimension & Relationships:

The Senior University Veterinarian will work with investigators, animal facility managers, the ANU Animal Experimentation Ethics Committee (AEEC), and the Research Services Division to lead the provision of high quality animal services to internal and external clients, stakeholders and collaborators. The Senior University Veterinarian will also provide specialist advice and expertise to the University Executive on veterinary matters as they relate to the legislative and statutory requirements for animal welfare within the research portfolio. They will lead the development of policy and procedures and drive cultural change to ensure the care of animals used in research is of the highest possible standard.

Role Statement:

Under the broad direction of the Director, Research Services Division, the Senior University Veterinarian will:

1. Lead the provision of veterinary advice and expertise related to all animal species within the ANU research program including treatment, colony health, maintenance, surgery and disease control.
2. Lead improvements in animal welfare for high quality research through establishing a community of practice across all animal welfare staff and facilities managers working closely with the research community and support researchers and ensure all incidents with regards to ill or injured research animals are investigated effectively, providing advice and/or treatment, including surgery, disease control or euthanasia as necessary.
3. Under delegated authority from the University Executive and AEEC remove animals from research programs and experiments or perform procedures as necessary for the diagnosis of disease, investigation of unexpected outcomes or provide appropriate medical treatment. Establish a network of veterinary specialists, veterinary clinics and pathologists where required for medications, health investigations, monitoring programs and other matters as determined and manage Schedule 8 controlled animal drugs (possession without authority illegal) on campus.
4. Act as a senior member of staff within the Research and Innovation portfolio supporting the university's overall strategy.
5. Lead the development and implementation of policies, procedures and practices, to ensure that the care and use of animals for scientific purposes within the institution complies with the Australian code for the care and use of animals for scientific purposes and relevant animal welfare legislation. Work with relevant management and technical teams within the University and develop and deliver training where welfare and standards of care of animals are potentially affected.

6. Develop and implement strategies to manage disease outbreaks and emergencies involving animals and lead projects that support continuous improvement in animal ethics/welfare.
7. Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity.
8. Oversee operational activities and provide high-level advice and outcomes in the areas of staff development, talent management, organisational development, engagement, diversity and inclusion and workplace cultural improvements to assist in the achievement of University objectives.
9. Perform other duties as requested, consistent with the classification level of the position and in accordance with the principle of multi-skilling.

SELECTION CRITERIA:

1. Postgraduate qualifications with extensive relevant experience and proven expertise in veterinary practice or an equivalent combination of experience and qualifications. A degree in Veterinary Medicine with a licence to practice in the ACT is essential. Experience in the care of animals used for research with specific experience in the biomedical field is highly desirable.
2. Demonstrated experience in delivering high quality veterinary advice and practice, including the ability to interpret and apply relevant legislation, policy and industry standards, conduct post-mortems and surgical procedures as required, and maintain accurate and detailed records.
3. Demonstrated leadership and people management skills in a culturally diverse environment, with a demonstrated ability to coach and mentor staff, to prioritise workloads and to lead a team to deliver on challenging objectives on budget in a timely manner.
4. Demonstrated high-level written and oral communication skills, including the preparation and analysis of policies, procedures, reports, committee submissions and business cases.
5. Experience and expertise in the provision of strategic advice and planning, including sophisticated analytical, problem-solving and decision-making skills, high-level negotiation and organisational skills and the ability to engage and influence stakeholders and resolve difficult situations with integrity, diplomacy and discretion.
6. Highly developed problem solving skills that can be applied to complex issues and processes with the ability to use initiative, apply sound judgement and attention to detail.
7. Demonstrated high level understanding of equal opportunity principles, and a commitment to their application in a university context.
8. Ability to organise and participate in an on-call roster with other veterinarians to provide emergency animal care and advice outside normal working hours.

The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the [Background Checking Procedure](#) which sets out the types of checks required by each type of position.

Delegate Signature:		Date:	
Printed Name:		Position:	

References:

[General Staff Classification Descriptors](#)

[Academic Minimum Standards](#)