



**QUEENSLAND RACING
INTEGRITY COMMISSION**

Engagement | Education | Enforcement



PRINCIPAL VETERINARY OFFICER – CASUAL

Role description

Role Title	Principal Veterinary Officer
Status	Casual
Location	Brisbane
Classification	PO6
Contact	Annette Finch
Telephone	0477 335 742
Apply online at	www.smartjobs.qld.gov.au

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 Principal Veterinary Officer reports to the Director, Veterinary Services and Animal Welfare. The role provides specialist advice to internal and external stakeholders in relation to racing animal welfare in Queensland.

The duties of the role may include but is not limited to the following:

- Implement racing industry reforms in animal welfare in response to Government's commitments and priorities.
 - Oversee animal welfare at racing events, inquiries and appeals.
 - Ensure all animal welfare veterinary services are conducted in accordance with the Rules of Racing and the Racing Act.
 - Provide specialist and authoritative advice on breeding trends and injuries across the 3 codes of racing (Thoroughbred, Harness and Greyhound).
 - Provide expert advice in relation to animal welfare issues.
 - Liaise and work with the Commission's Integrity Investigation team with investigations concerning animal husbandry, animal welfare and any other matters of veterinary concern.
 - Critically evaluate scientific and other evidence to provide authoritative advice and evidentiary documents on animal physiology and welfare as it relates to prohibited substances, to stewards, internal reviewers and other regulators, including as an expert witness at stewards' inquiries and subsequent appeals.
 - Contribute to the coordination and delivery of doping control strategies across the three codes of racing and design and facilitate strategy enhancements for racing carnivals and other high profile events
 - Advise private industry veterinarians and licensees with regard to responsible care of racing animals and appropriate use of therapeutic substances and supplements, including medication withdrawal times.
 - Any other duties as directed by the Director, Veterinary Services and Animal Welfare.
 - Report all non-compliance issues promptly in accordance with Commission requirements.
 - Contribute to the safety culture of the Commission 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*.
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Success capabilities for the role

The Queensland Public Service Workforce Capability Success Profile applies to all Queensland public sector employees. The Success Profile is available at:

<http://www.psc.qld.gov.au/for-employees/performance-and-development/capability-frameworks.aspx>

Below is a summary of the Leadership competencies for Queensland:

Vision	Thinks critically and acts on the broader purpose of the system Gathers insights and embraces new ideas and innovation to inform future practice Embraces change and leads with focus and optimism in an environment of complexity and ambiguity Makes considered, ethical and courageous decisions based on insight into the broader context
Results	Strengthens and mobilises the unique talents and capabilities of the workforce Builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes Inspires others by driving clarity, engagement and sense of purpose Demonstrates accountability for the execution and quality of results through professionalism, persistence and transparency
Accountability	Fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritised Pursues opportunities for growth through agile learning, and development of self-awareness Maintains a high standard of practice through governance and risk management

Special Requirements and Working Conditions

- Applicants must hold a degree in Veterinary Science, from a recognised tertiary institution or the equivalent academic qualifications that meet the requirements for registration as a Veterinarian in Queensland.
- It is expected that the successful applicant will have more than 5 years' equine and/or small animal veterinary experience.
- On the job training and continued development will be provided to the successful applicant
- Clinical racing animal experience and/or experience in a regulatory environment would be an advantage.
- May be required to work on weekends and extended hours when reasonably required.
- Must hold a current drivers licence
- 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 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 **success capabilities** required for this role.

Additional information

- 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).