

Position Description

POSITION DETAILS	
Position Title	Veterinarian (Behaviour)
Position Classification	Band 3
Department & Business Unit	Operations, Rehabilitation and Adoptions
Manager	Animal Behaviour and Rehabilitation Specialist
Organisational Context	RSPCA Victoria is a non-government, community-based, not-for-profit organisation whose vision is 'ending cruelty to all animals'. We are Victoria's best-known and most respected animal welfare organisation. Our organisation's purpose is, with the community, to achieve outstanding animal welfare through education, advocacy, and animal care and protection. RSPCA Victoria's values – clarity and accountability, respect and consideration, and expertise and collaboration – set clear expectations for all our staff and volunteers as they work together, and with the community.
Position Purpose	The Veterinarian (Behaviour) provides veterinary behaviour services to the general public to assess and treat behaviour problems in pet dogs and cats.

POSITION RESPONSIBILITIES
- Lead the development and management of the veterinary behaviour service, including providing medical expertise and working alongside Animal Behaviour Consultants to collect history and make observations of animal behaviour to determine and treat the root cause of problematic animal behaviour; - Provide veterinary behaviour consultations and follow up to the general public. Consultations involve: history collection, medical evaluations, behavioural assessments, diagnosis, treatment plans (inclusive of management, behaviour modification and medication recommendations), follow up, record keeping and report writing; - Collaborate with Animal Behaviour Consultants whilst providing medical oversight on consultation outcomes in the veterinary behaviour service; - Lead the development of continuing education opportunities and educational resources for staff, volunteers and clients to further strengthen the capacity of the team to identify and treat root causes of complex animal behaviour issues; - Contribute to a positive and inclusive work environment by effectively communicating and working collaboratively with peers across all departments, and consistently behaving in accordance with the RSPCA Victoria values and associated policies. - Take reasonable care for the safety of oneself and others, whilst contributing to safe work practices at RSPCA Victoria by knowing and complying with all WH&S policies and procedures.



POSITION CAPABILITIES		
Capability	Level	Description
People Leadership	Direction & Support	Is approachable, listens and effectively communicates and collaborates, enabling the team to achieve tasks and responsibilities.
Activity & Results Focus	Results & Initiative	Brings plans to life and ensures goals are met or exceeded where possible.
Knowledge & Communication	Adds Clarity	Provides personal expertise and relevant information to enable sound evidence-based decision making.
Relationships	Builds & Maintains	Build and maintain positive relationships across RSPCA Victoria, with a focus on achieving organisational goals.
Personal Leadership	Walks the Talk	Role models RSPCA Victoria's values, self-aware, seeks feedback and is open to new ideas and opportunities.
Technical	Veterinary Science	Good knowledge base in veterinary behavioural medicine.
	Animal Behaviour and Rehabilitation	The ability to accurately observe, diagnose, report and support animals to receive appropriate care and rehabilitation.

POSITION REQUIREMENTS	
Required	• Eligible for veterinary registration in Victoria; • Experience practicing as a Veterinarian in a shelter or private clinic environment, with the ability to conduct complex medical consultations and surgical procedures and provide detailed advice in complicated areas of veterinary science; • Ability to work in a fast paced and challenging work environment, whilst showing great care and compassion to the animals in our shelter; • Demonstrated experience working collaboratively in a team environment, including the ability to develop the capability of less experienced team members; • Experience in conducting behaviour consultations.
Desirable	• Membership in Veterinary Animal Behaviour, and/or other animal behaviour related qualifications; • Previous experience in a leadership role
Recruitment Requirements	• Position also requires a valid Victorian Driver's License, current tetanus vaccination and current COVID-19 vaccination.

