



**QUEENSLAND RACING
INTEGRITY COMMISSION**

Engagement | Education | Enforcement

QUEENSLAND RACING INTEGRITY COMMISSION Lead Veterinarian

Role description

Role Title	Lead Veterinarian (Equine / Canine / Regulatory)
Status	Full-Time
Location	Brisbane
Classification	SO
Contact	Dr Mariko Lauber
Telephone	0409 341 604
Apply via email or online at	Smartjobs.com.au

Our organisation

The Queensland Racing Integrity Commission's (QRIC) responsibility is to implement and administer a rigorous integrity framework, and is specifically charged with maintaining public confidence in Queensland's racing industry. The QRIC 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 racing, harness racing and greyhound racing).

QRIC provides authoritative advice on all functions for racing integrity to the Queensland Government, the Queensland Racing Industry All Codes Board and the relevant 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 QRIC website, www.gric.qld.gov.au.

Our purpose

The QRIC 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 three Lead Veterinarians (Equine/Canine/Regulatory) report to the General Manager Animal Care and Advocacy. The three roles work together collaboratively, to provide holistic veterinary leadership to the Queensland Racing Industry on behalf of the Commission.

Each role provides expert advice and services to the Commission and the industry to ensure veterinary and animal care services including sample collection, are delivered in accordance with the Rules of Racing, Racing Integrity Act 2016 and relevant animal welfare legislation.

Each Lead Veterinarian will oversee one of three specialties outlined below:

Lead Veterinarian - Animal Care Regulation

- Provide specialised and high-level advice in relation to veterinary and animal care issues.
- Represent QRIC at national racing body meetings and respond to correspondence.
- Maintain an active role in liaising with state and national veterinary professional bodies and universities.
- Ensure QRIC's response to animal care is contemporary and in line with MacSporran and Martin inquiry recommendations as well as community expectations.
- As lead for regulatory services, you will provide specialist support to the General Manager Animal Care and Advocacy on all submissions, reports and briefings for animal care and advocacy matters. You will do this in collaboration and with consultation of your OTV Lead Vets.
- Assist the General Manager to lead a strategic and operational cultural change agenda to establish and sustain the highest standards of integrity and animal care in Queensland.
- Establish and maintain state, national and international networks, participating in high level forums for the veterinary care and regulation of racing animals, maintaining high level knowledge of animal care issues and emerging trends within the racing industry.

Lead Veterinarian - Equine OTVs and Collection Officers

- Provide leadership to the Queensland Racing Industry with regard to on track equine animal care and integrity matters.
- Set the standard of practice and protocols for the veterinary management and oversight of equine racing animals for QRIC.
- Establish and effectively manage QRIC's equine OTV and sample collection staff, policies and procedures to ensure integrity, accountability and transparency in all aspects.
- Provide significant input into the development and review of QRIC's equine animal care education programs.
- Provide expert input into swabbing of racing equines in Queensland.

Lead Veterinarian - Canine OTVs and Collection Officers

- Provide leadership to the Queensland Racing Industry with regard to on track canine animal care and integrity matters.
- Set the standard of practice and protocols for the veterinary management and oversight of canine racing animals for QRIC.
- Establish and effectively manage QRIC's canine OTV and sample collection staff, policies and procedures to ensure integrity, accountability and transparency in all aspects.
- Provide significant input into the development and review of QRIC's canine animal care education programs.
- Provide expert input into swabbing of racing canines in Queensland.
- Provide Veterinary support and guidance to the Greyhound Adoption Program.

In addition, all three Lead Veterinarians will:

- Actively manage your budget and financial imperatives.
- Lead and manage your team of staff including full-time, part-time, contracted and casual vets and sample collection officers, located across Queensland.
- Demonstrate workforce practices that build a constructive culture with a focus on integrity, performance, capability building, personal accountability and nurturing of leadership potential.
- Report all non-compliance issues in accordance with QRIC requirements.
- Model 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 Workforce Capability Success Profile applies to all Queensland public sector employees. The Success Profile is available at:

[Leadership competencies for Queensland | For government | Queensland Government](#)

Below is a summary of the Workforce Capability Success Profile framework and competencies:

Vision	Demonstrates broad perspective Navigates ambiguity and politics Leads change Delivers by working across boundaries Champions innovative ideas and solutions
Results	Manages group performance Manages internal and external relationships Builds group capability Inspires individual and team commitment in the pursuit of results
Accountability	Models professional and ethical behaviour Displays courage in the provision of advice Applies business acumen Commits to personal development

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:

- experience in working in a veterinary capacity in a regulatory environment;
- more than 10 years' experience in working with racing animals.
- May be required to work on weekends and extended hours when reasonably required.
- Must hold a current drivers licence
- International, Interstate, 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 Commissioner'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. Successful applicants will be required to declare their financial and non-financial interests which will be published.

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.
- A description of two activities that you have been involved with that can demonstrate to us that you possess the **success capabilities** mentioned above. Your response must be no longer than two pages.

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).