



JOB PROFILE TITLE	Animal Welfare - Veterinary Internship
JOB PROFILE ID	P_CAT201044_HEO4
JOB CATEGORY	Professional
JOB FAMILY	Research Animal Welfare Veterinary Support
COMPENSATION GRADE	HEO4
MANAGEMENT LEVEL	19 Individual Contributor

JOB PROFILE SUMMARY

The Animal Welfare - Veterinary Internship is a development and learning role designed for early career veterinarians interested in the broad swathe of veterinary activities required in the animal research environment. The successful candidate will be expected to undertake directed self-education during the term of this internship receiving support for the completion of an external qualification relevant to this discipline, in accordance with University policy. They will receive mentoring, training, and experience in laboratory animal medicine, best practice management of research animals and research animal welfare and be provided with the opportunity to develop relevant expertise and skills. The incumbent will receive support in establishing a professional network of contacts in the laboratory medicine field, through involvement with industry discussion groups, conferences, external site inspections, and other activities. A can-do attitude in supporting the researchers, animal care staff and being a balanced advocate for animal welfare is essential for this role.

Reporting to the Animal Welfare Veterinarian, the incumbent will assist in ensuring that research and teaching activities involving animals comply with National and State legislation, and University guidelines, policies and procedures.

The incumbent will provide support to the Animal Welfare Veterinarian, and will play an important role in promoting animal welfare. They will contribute to the implementation of strategic and operational priorities including the development and delivery of training, assisting and advising of researchers and pre-review of animal ethics applications. They will participate in the drafting of standard operating procedures, policies and position statements for animal research at the University.

The incumbent will develop a comprehensive understanding of the regulations surrounding the use of animals in research and teaching, as well as best practice guidelines and be able to demonstrate professionalism and authority regarding research animal welfare and the ability to persuade, influence, and educate others.

The incumbent will provide support and contribute to the efficient functioning and activities of the Animal Ethics Committees.

DECISION MAKING AND DELEGATIONS OF AUTHORITY

Day-to-day decision making in relation to animal ethics and welfare matters under the general guidance of the Animal Welfare Veterinarian.

KEY RELATIONSHIPS

Relationships	Position Title
Supervisor	24822 Animal Welfare Veterinarian - Dr Georgia Teasdale-Twyford
Direct Reports	
Peer Relationships	Refer to the organisational charts in Workday to view peer relationships relevant to your role. Please Note- This option is only available to University staff.



RESPONSIBILITY DESCRIPTION

1. Promote animal welfare and the responsible use of animals in research and teaching across the university in a competent and professional manner that elicits respect and confidence in the academic community.
2. Assist the Animal Welfare Veterinarian and the Research Integrity and Ethics Administration (RIEA) team in ensuring compliance of the University with relevant legislation, regulations and contractual requirements. This includes contributing to and participating in initiatives (both veterinary and non-veterinary) to promote research quality and ensure regulatory compliance. Undertake initiatives with support and direction from the relevant RIEA manager.
3. Establish and maintain effective relationships with all relevant University personnel involved in animal research, animal facilities, Laboratory Animal Services, and core research facilities. Contribute to and encourage a collaborative approach in promoting animal welfare. Provide assistance, support, and advice as required for day-to-day operations. After a period of development and learning, provide advice to researchers and ethics committee members on Animal Ethics Applications.
4. Provide veterinary services to research animals, where necessary under the guidance of the Animal Welfare Veterinarian, including preventative care, diagnostics, disease investigation, treatment, and necropsies. Prepare and submit reports to the Animal Ethics Committees as required.
5. Under the direction and guidance of the Animal Welfare Veterinarian, develop and deliver identified training for researchers, ethics committee members and other relevant staff and students. Contribute to the review and updating of online training in animal welfare and ethics; and the preparation and review of standard operating procedures, guidelines, and position statements currently in use at the University.
6. Attend meetings of the University of Sydney Animal Ethics Committees and provide support to the committees and their Chairs. Under direction of the Animal Welfare Veterinarian schedule and conduct inspections of research facilities including animal facilities and sites, on and off campus and prepare and provide reports for the Animal Ethics Committees.
7. Undertake and complete an approved post graduate qualification relevant to the use and welfare of animals in research.
8. Maintain up-to-date skills by attending and/or presenting at forums, conferences and other inhouse and external training pertinent to laboratory animal medicine, animal welfare, animal research and animal ethics.
9. Safety Health and Wellbeing: Actively demonstrate a responsibility towards complying with all relevant policies and procedures in order to promote a strong safety culture.
10. Perform any other relevant ad hoc work at the direction of and on behalf of the Animal Welfare Veterinarian, as required.

EDUCATION

Education	Required
Bachelor's Degree - In a relevant field	
Bachelor's Degree - Veterinary Science	
Other - An equivalent combination of training and experience.	

CERTIFICATIONS

Certificate	Required
Eligibility to register with the Veterinary Practitioners Board in NSW - No Issuer	X

SKILLS

Skills	Required
Ability to discuss complaints and confidential issues with tact and discretion in a sensitive and professional manner.	X
Awareness of relevant legislation, codes and guidelines and willingness to build comprehensive understanding.	X
Can-do attitude and willingness to learn and grow expertise and skills relevant to the broader requirements of animal research.	X
Excellent organisation and communication skills (written and verbal).	X
Strong interpersonal skills with the ability to establish and maintain excellent working relationships with animal research stakeholders at all level.	X
Understanding of animal welfare and ethics and willingness to develop and grow knowledge and skills relevant to the animal research setting.	X
Well-developed analytical and problem solving skills.	X

Work Experience

Work Experience	Required
Experience in a veterinary hospital or similar environment.	