

Position Description

POSITION DETAILS	
Position Title	Prevention Veterinarian
Position Classification	Band 3a
Department & Business Unit	Education and Community Outreach, Prevention
Manager	Programs and Evaluation Manager
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 Prevention Veterinarian plays a vital role in supporting all Prevention programs and activities aimed at improving animal welfare standards, awareness and education across the state, and therefore helping RSPCA Victoria reach its vision of ending cruelty to all animals.

POSITION RESPONSIBILITIES

- Support the Community Outreach Team in the development and continuous review and improvement of new and existing Prevention programs and initiatives, including vaccination days and other animal health and welfare related programs.
- Provide advice on veterinary related matters in relation to Prevention programs and initiatives, to help identify program risks, mitigations and delivery success factors, as well as the development of procedures and protocols around external vet involvement.
- Maintain a sound understanding and up to date knowledge of best practice veterinary prevention programs.
- Be involved in the creation of key relationships with local councils, veterinary clinics, and other key stakeholder groups to gain support from them for key prevention programs and initiatives, specifically outreach initiatives.
- Support all low-cost vaccination events by coordinating on the ground support and set-up for the event, attend the full event, complete relevant procedures, and provide leadership and support by answering queries from the clinic team or the public.
- Provide a high level of service and education to internal and external customers, as well as support and guidance to members of the public to influence positive animal welfare outcomes and promote the services of the organisation;
- Ensure all necessary documentation relating to customer interactions and the management of animals are recorded in accordance with RSPCA Victoria procedures;
- Fulfil annual continuous professional development (CPD) requirements to maintain registration and currency of knowledge in veterinary science.
- Provide education, support, training, and guidance to less experienced team members to build their knowledge, skills and experience, to enhance the reputation and capability of RSPCA Victoria prevention initiatives;



- Takes 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 (Workplace Health and Safety) policies and procedures;
- Contribute to a positive and inclusive work environment by effectively communicating and working collaboratively with peers within the operations team and across all other departments, and consistently behaving in accordance with the RSPCA Victoria values and associated policies.

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	Animal Handling and Behaviour	Effectively work with animals to provide quality care, enrichment, hygiene and husbandry to contribute to the best possible welfare outcomes for animals in our care.
	Animal Health and Rehabilitation	Qualified and capable to conduct complex medical consultations and surgical procedures, including diagnosing complicated veterinary related issues and recommending the appropriate treatment. Ability to fulfil the legal obligation to euthanise animals with minimal guidance, exercising their professional opinion in accordance with RSPCA Victoria policies and procedures.
	Clinic Operations	Understands and adheres to all relevant ethical guidelines and standard operating procedures and work instructions to ensure work practices are consistent with the Australian Veterinary Association (AVA) and other organisational and legislative requirements.

POSITION REQUIREMENTS

Required	• A Bachelor of Veterinary Science, current Victoria Veterinary Surgeon Registration, and microchipping license. • The ability to work outside of normal business hours and weekend work. • Ability to work in a fast paced and challenging work environment, whilst showing great care and compassion to the animals. • Demonstrated experience working collaboratively in a team environment, including the ability to develop the capability of less experienced team members. • Regular (weekly) travel within Victoria to deliver vaccination days and attend events.
Recruitment Requirements	• Position requires a valid Victorian Driver's License, Working with Children's Check, and current tetanus vaccination.

