

POSITION DESCRIPTION



Position	Veterinary Supervisor (Emergency & Critical Care)
Level/Classification	H0909
Reports to	Clinical Director
Unit	The Animal Hospital
Directorate	School of Veterinary & Life Sciences
Positions Supervised	10

Position Purpose

The purpose of the Veterinary Supervisor is to oversee the wellbeing and performance of veterinarians. Provide quality control of teaching, and contribute to the management of the financial performance, in conjunction with the leadership team within this area, to ensure goals are met and maintain a one hospital ethos.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Biddi. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

- Sustainability: Be a leading university in education, teaching and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

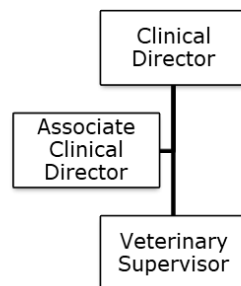
Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

Murdoch University is home to the only Veterinary school in Western Australia, and its prestigious teaching hospital provides the clinical facility that enables students to have the clinical 'hands-on' opportunity. It also provides a service to the community through its team of top specialists who oversee the care and treatment of all animals referred to the Hospital.

[The Animal Hospital At Murdoch University](#) (TAHMU) aims to provide an environment where high professional and clinical standards, based on available scientific evidence, are tempered with genuine care and compassion.

Reporting Relationships



Key Responsibilities/Duties

1. Direct supervision of veterinarians, including but not limited to, recruitment, on-boarding, on-going training, and off-boarding).
2. Provide all aspects of veterinary care as per the Prescribed Duties of a Veterinarian within the Vet Surgeons Act of WA.
3. Comply with University and TAHMU policies, procedures, and protocols.
4. Comply with The Veterinary Surgeons' Act of WA and other veterinary industry related Acts and Regulations.
5. Oversee and maintain rosters, organise leave, and relief arrangements for ECC veterinary staff, liaising with Clinical Operations Manager regarding arrangements or any related staffing problems.
6. Review, approve and submit timesheets in conjunction with Roster Coordinator.
7. Liaise with academic, clinical, nursing and hospital support staff and students to facilitate one hospital culture and interaction throughout the hospital.
8. Monitor and investigate patterns of overtime, sickness, and excessive leave.
9. Create and deliver biannual veterinarian meetings.
10. Performance management of veterinarians as required.
11. Attend weekly hospital leadership meetings and report, adjust, communicate, and implement any necessary changes for the area.
12. Create and maintain policies and procedures for the area in conjunction with Nurse Supervisor.
13. Investigate and respond to complaints (staff, client, interdepartmental).
14. Adapt to changing demands and conditions to maintain a high level of service.
15. Other duties as requested by the Clinical Director and Clinical Operations Manager.

Selection Criteria

Essential

1. A veterinary degree eligible for registration in Western Australia as well as post graduate qualifications and extensive relevant experience.
2. Excellent verbal and written communication skills.
3. The ability to be an effective team leader and player, with the ability to build effective relationships with a broad range of staff, clients and referring veterinarians.
4. Demonstrated ability to use initiative, assume responsibility for tasks and projects and to resolve problems.
5. Ability to prioritise tasks and cope with competing demands.
6. Experience in emergency medicine in a 24hr hospital.
7. Experience in leadership or management position within a veterinary hospital.
8. The ability to work shift work, including night shifts, and be flexible in work hour patterns.
9. Exposure/experience to various computer programs

Desirable

1. Completion of a rotating or ECC internship
2. Membership of the Australian and New Zealand College of Veterinary Scientists.
3. Experience in teaching at a tertiary level.

Work Requirements

1. Australian permanent residency or possession of a valid visa with work entitlement in Australia.
2. Ability to work outside of normal office hours when required.
3. Be able to provide evidence of appropriate vaccination or immunity in accordance with the University's Immunisation Policy.

Guiding Principles and Values/Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.

- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff complete a Development Review Annually. A Commencing Development Review should be completed within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.