



Department
for Environment
Food & Rural Affairs



Veterinary
Medicines
Directorate

Job Title **Biological Assessor**

Vacancy Reference:355235

Grade: Higher Scientific Officer

Salary: £35,857- £38,551 per annum

Contract Type: Permanent

Locations: Woodham Lane, New Haw, Addlestone, Surrey KT15 3LS (Fixed location, but flexible working arrangements).

Number of posts: 2

Closing date: 12th August 2024

Please Note: The contents of this Pack are for information only. They do not form a part of the assessment and selection process.

Our Mission

We are here to make our air purer, our water cleaner, our land greener and our food more sustainable .

Our mission is to restore and enhance the environment for the next generation, leaving it in a better state than we found it.

As we move to a new phase having left the EU, we will lead on our new responsibilities for EU repatriated functions, drive the country's sustainable recovery from the impacts of Covid-19, and support the Government's agenda to level up and build back better for all.

Defra is now a stronger international department - using science, overseas programming, new trade agreements and new independent negotiating roles to further our policy goals. We will continue to work effectively and efficiently, ensuring that we have the right people, skills and structures in place to deliver our new and existing priorities with the best value for money for the public.

Achieving our vision will require not only a determined focus on delivering our outcomes from every individual in Defra group, but also a collective commitment to how we work: Ambitious; Outward looking; Professional; Inclusive.

Our Vision



Environment

Improve the environment through cleaner air and water, minimised waste, and thriving plants and terrestrial and marine wildlife



Net Zero

Reduce greenhouse gas emissions as emissions and increase carbon emissions storage in the agricultural, waste, peat and tree planting sectors to help deliver net zero



Floods & Resilience

Reduce the likelihood and impact of flooding and coastal erosion on people, businesses, communities and the environment



Agriculture, food, fisheries, animal welfare and biosecurity

Increase the sustainability, productivity and resilience of the agriculture, fishing, food and drink sectors, enhance biosecurity at the border and raise animal welfare standards



Strengthening the union and international

Promote a green, fair and resilient UK and global recovery, halt and reverse global declines in biodiversity, mitigate and adapt to climate change, help ensure the UK has an effective border, and contribute to a strengthened and prosperous union

A large flock of sheep is gathered in a lush green field under a warm, golden sunset sky. The sheep are of various breeds, with some having thick, curly wool. They are looking in different directions, some towards the camera. In the background, there are rolling hills and a line of trees. A green rectangular box is overlaid on the lower left portion of the image, containing the text 'The Department'.

The Department

Welcome to Defra

Our vision is to create a great place for people living in this country.

In the Defra group, we deal with a vast range of issues that profoundly impact on people's lives.

We are responsible for England's environment, our countryside and rural economy, the food and farming sectors and have lead responsibility for protection from a wide range of natural threats and hazards.

We have developed a set of three strategic objectives covering our policy outcomes and

corporate objectives. These objectives help us to deliver our ambitious vision to build our green and healthy future, and provide a framework for all of the important work we carry out.

Our objectives are:

- To pass on to the next generation a natural environment protected and enhanced for the future

- To lead the world in food, farming and fisheries with a sustainable model of food production
- To be an outstanding organisation focused on making a difference, with world class delivery capability

Useful Information

[Department for Environment, Food & Rural Affairs - website](#)

[Defra 25 Year Environment Plan](#)



Why join VMD?

Welcome Message from CEO:

Hello! I am Abi Seager, I was appointed Chief Executive Officer, Veterinary Medicines Directorate in September 2021. As the VMD's Chief Executive Officer, I lead the VMD in delivering the policy and operational delivery business priorities and strategies. The VMD provides advice to Defra Ministers and works collaboratively with other government departments, Devolved Administrations and the Chief Veterinary Officer where the regulation of veterinary medicines contributes to policy in respect of animal health and welfare.

The VMD is policy lead for veterinary medicines and for antimicrobial resistance, and is responsible for:

- assessment, issue and maintenance of Marketing Authorisations for veterinary medicines
- controls on the manufacture and distribution of veterinary medicinal products, including inspections
- pharmacovigilance through the surveillance of Suspected Adverse Events
- surveillance for residues of veterinary medicines and illegal substances in animals and animal products

- the surveillance of antibiotic sales, use and resistance
- the provision and implementation of policy advice on these matters to Ministers and
- the management of the research and development programme linked to veterinary medicine issues.

A key focus of our work is to ensure that the domestic regulatory framework continues to provide the environment in which pharmaceutical companies invest in bringing veterinary medicines to the UK market. In this context, we are also seeking to strengthen our bilateral and multilateral partnerships with medicines regulators across the globe.

I am energised by the VMD's future and the role it will play as part of the UK's new global aspirations and commitments. As you're reading this, it means that you could become a key member of one of my teams.

Thank you for your interest in the role and in the work of the VMD.



About VMD

The Veterinary Medicines Directorate (VMD) is an executive agency of the Department for Environment, Food and Rural Affairs (Defra) and a regulatory and policy lead body. It is responsible for issues concerning the authorisation, manufacture and use of veterinary medicines in the UK, and focuses on assuring the safety, quality, and efficacy of veterinary medicines.

Our Aims and Mission

By working closely with our stakeholders we promote animal health and welfare, as well as protect public health and the environment. Our work supports high standards of animal welfare and helps the Food Standards Agency to protect and improve the safety of the food people eat.

The work of the VMD work falls into three main areas:

Policy

- Making, updating, and enforcing UK legislation and policy on veterinary medicines and medicated feed.
- Acting as a policy lead and providing policy advice on antimicrobial resistance issues.

Licensing

- Assessing applications for marketing authorisations for veterinary medicines - will the new medicine work, is it safe?
- Licensing and inspection of manufacturers, wholesalers, and retailers.
- Responding to supply shortages and permitting alternative products to be used.

Surveillance

- Monitoring and acting on reports of adverse events from veterinary medicines.
- Testing for residues of veterinary medicines and banned substances in livestock and animal products.
- Monitoring antibiotic use and resistance in animals.

Find out more by clicking [here](#), or clicking the icons to the right to visit our social media sites.

Follow us



YouTube



LinkedIn



Twitter



Facebook



CONNECT

What makes the VMD a great place to work

There are around 180 people working for the VMD, it has a friendly and close-knit feel and a great sense of community. It is also an exciting time to be joining the VMD as we strengthen partnerships with medicine regulators across the globe as part of the UK's new global aspirations and commitments.

Our Organisation Values

The ability and commitment of our people are central to all our working relationships. This translates into a supportive work environment and practices, including access to training, career development, flexible working patterns, and workplace adjustments that show our commitment to equality, diversity, and inclusion.

Benefits

As part of the Defra group, we also benefit from the support of a bigger organisation. The VMD has an excellent employee package that includes pension, life assurance, generous annual leave this is in addition to 8 public holidays. As well as flexible working, development learning and career enhancement opportunities, and many employee discounts.

You will also have access to

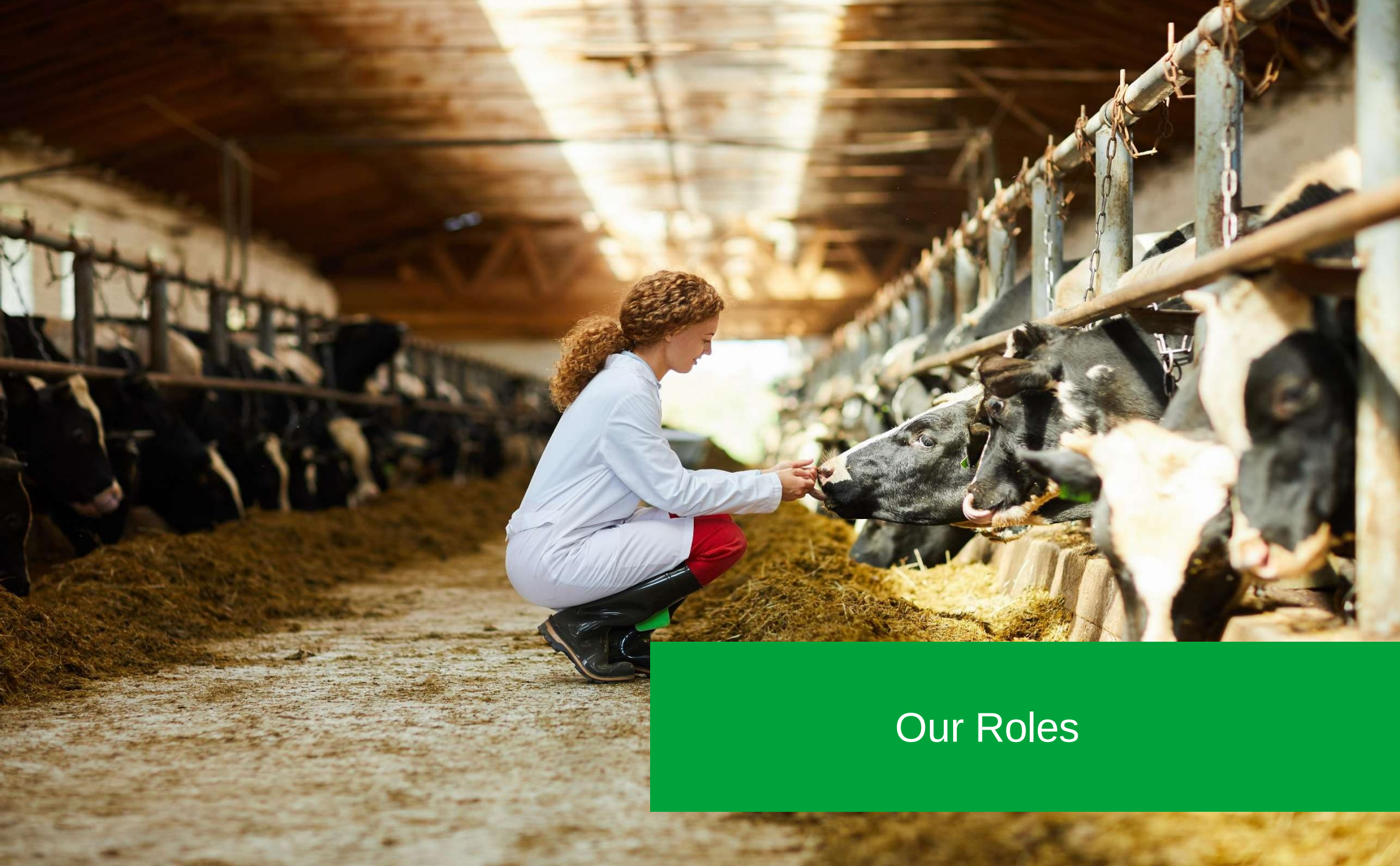
- Free onsite parking
- Onsite gym
- Prayer room

Our Ideal Employee

We are a mixture of scientists (including vets, pharmacists, toxicologists, epidemiologists), policy, and administrative staff. We're committed to being an organisation in which fairness and inclusion are central to all our working relationships. Your personal qualities will be as important as your professional experience; and we welcome applications from all backgrounds.

If you believe you have the skills and qualities we are looking for, then we would love to hear from you!





Our Roles

Thank you for your interest in this role in the VMD

Welcome Message

I'm Anita Puranik. I am an assessor in the Biologicals Section at the VMD and I have worked here for the past seven years. I am a veterinary surgeon and after completing my Masters in Toxicology, I carried out research on avian influenza and Newcastle disease. This work included pathogenicity and host tropism in-vivo studies as well as detecting molecular markers for the pathotype, antiviral drug resistance and zoonotic potential of novel and reassortant strains of avian influenza viruses. I then made the transition to the regulation of veterinary medicines at the VMD.



We are responsible for assessing the quality, safety, efficacy and benefit/risk of new marketing authorisation applications for biological (including immunological) veterinary medicines, variations to existing authorised products and applications for clinical field trials. We also deal with batch release of immunological veterinary products and product defects. The team also provides advice to pharmaceutical companies on scientific and regulatory issues and contributes to the UK's Veterinary Medicines Regulations and VMD's Regulatory Science Strategy.

We are a multidisciplinary team of scientist and veterinarian assessors and have expertise in veterinary science, animal sciences, microbiology, immunology, molecular biology, zoology, toxicology and vaccinology with team members educated from degree to Ph.D. level, including pharmaceutical company experience in vaccine development, clinical and non-clinical studies, and drug discovery. We are looking for someone who is professional, passionate, proactive and keen to develop their career in veterinary regulations.

Thank you for your interest in the role and I look forward to meeting you.

The work you will be doing

These exciting and interesting roles put you at the heart of the important work of the VMD's Biologicals Team where you will be responsible for the assessment of quality and safety data for applications for variations of Marketing Authorisations for biological/immunological veterinary medicinal products. You will also support other scientists and veterinarians in the assessment of more complex applications. The work will help the VMD ensure that applications are determined in accordance with the defined targets contributing to the VMD meeting its published standards. The work also plays a major role to help assure the continuing quality, safety and efficacy of veterinary medicines. The work will therefore support the VMD's aim to protect public health, animal health, the environment and promote animal welfare by assuring the safety, quality and efficacy of veterinary medicines.

The main role of the team is:

- to assess quality, safety and efficacy data submitted by companies in support of their applications for new marketing authorisations for immunological/biological veterinary products
- to consider applications to vary the existing authorised veterinary immunological/biological products
- to deal with Batch release, Rapid alerts, animal test certificate (ATC) and special import applications
- to support the delivery of the VMD's International strategy
- to support the delivery of the VMD's Regulatory Science strategy



The work you will be doing

Your main duties and responsibilities

- scientifically assess quality and safety data for applications for variations (primarily Type IB) for biological/immunological veterinary medicinal products of existing marketing authorisations
- prepare written assessment reports
- undertake a detailed evaluation of the data and in liaison with senior assessors in the Biologicals Team to formulate recommendations to accept or refuse the applications based on the benefits and risks you identify during the assessment
- communicate your assessments clearly to internal decision-making groups to enable them to decide whether the data satisfy regulatory requirements and to decide on a course of action
- work closely with assessors in the Biologicals Team to support their assessment work
- liaise with companies on final documentation for marketing authorisations and document queries
- liaise with the VMD's Licensing Administration and IT teams to manage and update databases to reflect the needs of the organisation. Maintain and update databases to support the work of the Biologicals Team.
- participate in 3Rs (Replacement, Reduction and Refinement) initiatives at National and International level. You will maintain the animal use database with information of QC tests of immunological veterinary medicinal products and conduct periodic data analysis to assess the trend of animal usage in QC tests or publication.
- control documents of the Biologicals Team Quality Management Systems (QMS), act as QMS representative for the Team and participate in internal and external audits
- ensure team reference documents are up to date
- undertake batch release activities for immunological veterinary medicinal products
- maintain awareness of current developments and legislation affecting biological/immunological veterinary medicinal products.
- comply with ISO 9001 (quality management) and ISO 27001 (information security) standards, and GDPR and record management requirements.
- act corporately - meeting, role-modelling, embedding, and championing the corporate objectives set by the VMD.



Vacancy Information

Job Title

Biological Assessor

Location

This role will be contractually based at the VMD, Woodham Lane, New Haw, Addlestone, Surrey KT15 3LS. (Fixed location, but flexible working arrangements). The VMD does not use hubs located elsewhere in the UK. Due to the nature of the role, you will be expected to be in the VMD office for at least 60% of your working week, or less if you are required to attend a non-contractual workplace for a meeting, training course, or other event. This role is not suited to a homeworking contract. Travel costs to non-contractual workplaces will be subject to departmental travel and subsistence policies. Travel costs to contractual workplaces are the responsibility of the employee. The successful candidate will be required to carry out all their duties from a UK location and cannot do so from an overseas location unless they have permission to do so.

The salary for this post is within the Defra HEO grade band of £35,857 - £38,551

New entrants are expected to start on the minimum of the pay band.

Security Clearance

The security clearance for this role is a Counter-Terrorist Check (CTC) and successful candidates must meet the security requirements before they can be appointed.

Contract Type

Permanent

Full Time post/Part Time/ Job Share

This is a full-time post. It may also be possible for individuals to fill these roles on a part-time 80% FTE basis, but no less due to the tight time constraints of the work commitments.

Job shares could be possible, although a degree of flexibility would be required so that the job holder(s) could take full responsibility for all aspects of their own work, including attendance at relevant meetings. In order for a job share to be considered there must be two people who are successful at interview who want to work in this way. Term time working would not be possible due to the short timelines assigned to the tasks and projects deadlines.

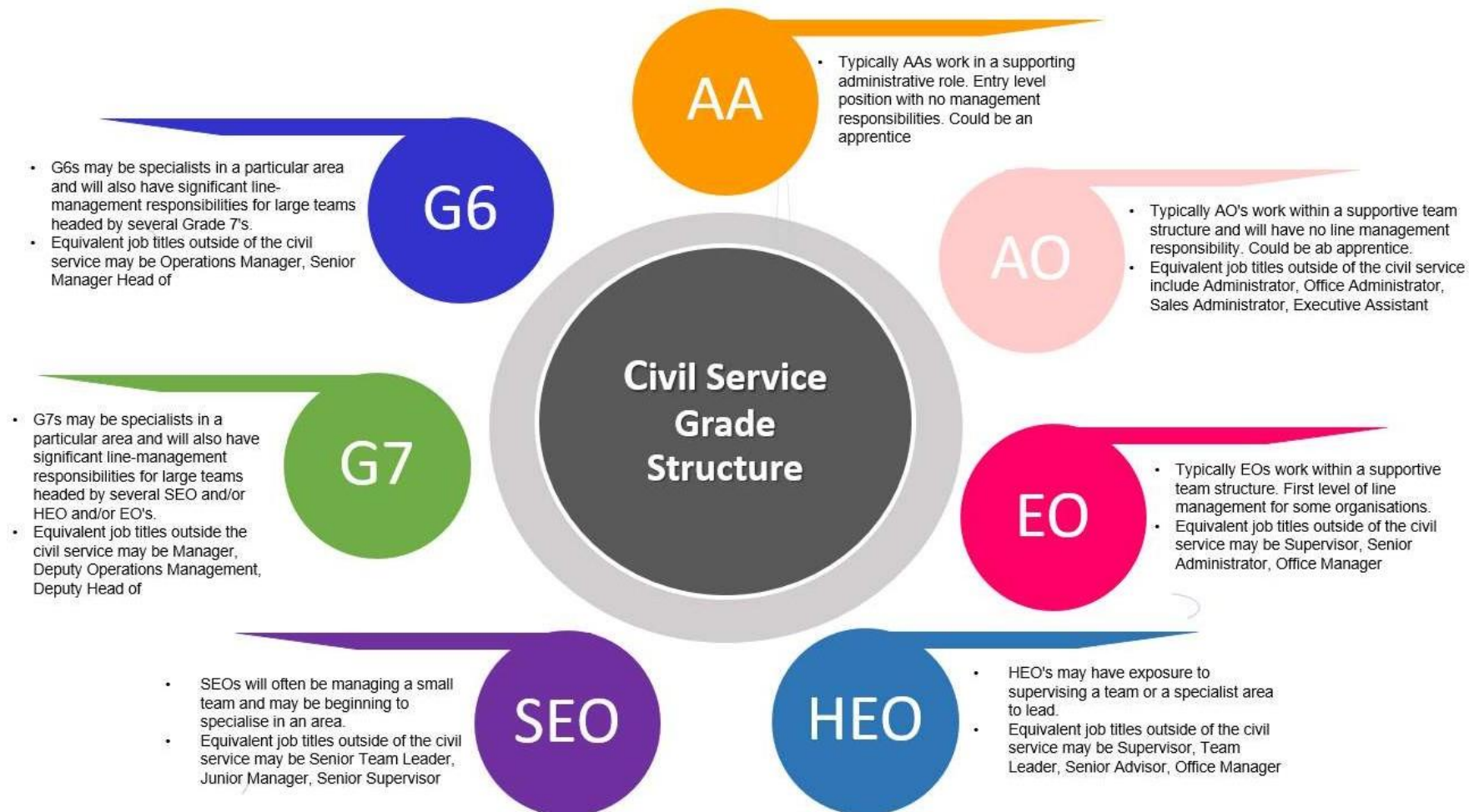
Office Attendance

As part of the pre-employment process, successful candidate(s) will be able to agree a contractual workplace from those locations listed in this advert. The agreed contractual workplace is then the substantive and permanent place of work for the successful candidate(s)

The agreed amount of time spent at a workplace for this post will reflect the requirement for Civil Servants to spend at least 60% of their working time in an organisation workplace with the option to work the remaining time flexibly from home. Working time spent at a workplace may include time spent at other organisational locations including field-based operational locations, together with supplier, customer or partner locations. This is a non-contractual agreement which is consistent with common Civil Service expectations.

Travel costs to non-contractual workplaces will be subject to departmental travel and subsistence policies. Travel costs to contractual workplaces are the responsibility of the employee.

Civil Service Grade Structure



A wide-angle photograph of a lush green field with several sheep grazing. In the background, a town is visible on a hillside under a cloudy sky. A green rectangular box is overlaid on the left side of the image, containing text.

Selection Process

Selection for recruitment into the Civil Service is through fair and open competition, and is based on merit

Our Selection Process

Your application will be assessed using the Civil Service Success Profiles recruitment framework. This framework allows us to use a combination of criteria to describe the requirements of the post to candidates. It then allows for candidates to provide evidence against those criteria during the selection process. Not all posts will make use of every criteria.

For this post you will be assessed on the areas set out below.

Civil Service Behaviours

The following Civil Service Behaviours are essential to this post.

We ask for evidence of these Behaviours statements on your **application form**

- Making Effective Decisions
 - Communicating and Influencing
 - Working Together
 - Delivering at Pace
-
- When giving examples of Behaviours please use the Situation, Task, Action, Result (STAR) format. [Behaviours | Civil Service Careers \(civil-service-careers.gov.uk\)](#)

If successful at application stage, you will be invited to **interview** where you will be assessed on Behaviours

- Making Effective Decisions
- Communicating and Influencing
- Working Together
- Delivering at Pace

A range of **strengths** relevant to this role may be tested at interview. More information on strengths: [Success Profiles - GOV.UK \(www.gov.uk\)](#)

Our Selection Process

As part of our selection process, we will also consider the following:

You must have experience of:

- applying analytical and problem–solving skills quickly to assimilate scientific and other information ,identify issues, draw conclusions, and make recommendations when preparing scientific reports relating to the evaluation of the benefit/risk of applications
- communicating scientific issues, in writing and face-to-face, with clarity.

You must also have experience in or awareness of the following, or a demonstrable ability to get up to speed with them rapidly:

- a good understanding of current animal health and topical veterinary issues
- knowledge of regulatory framework applicable to biological/immunological veterinary medicinal products
- practical experience and/or experience in the pharmaceutical industry or manufacturing of biological/immunological products.

IT Skills

You must be proficient in the use of Microsoft Office packages. particularly Word, Excel and Outlook. You must use the internet effectively and have the aptitude to Learn how to use the VMD's bespoke IT systems.

Qualifications

A degree in microbiology, immunology or other relevant biological or science-based discipline.

The Application Process

What you need to do to apply

To apply, please complete the advertised CS Jobs application process by submitting Behaviours statements, CV and 750 word Personal Statement.

Your Personal Statement should be no more than 750 words and should demonstrate how your qualifications / knowledge / skills / experience match the requirements set out in the job advert.

Please also submit separate 250-word statements explaining how you meet the 4 Behaviours listed above. When giving examples of Behaviours please use the Situation, Task, Action, Result (STAR) format. [Behaviours | Civil Service Careers \(civil-service-careers.gov.uk\)](https://www.civil-service-careers.gov.uk)

How your application will be assessed

You will be sifted using the information provided in your application form, CV and Personal statement, which must cover:

- your job history
- your professional experience in relation to the experience we set out above.
- how you meet the behaviours we require.
- how this enables you to deliver the role as we set out above.

How we decide whom to invite for interview

Shortlisting for interview is made on the basis of merit. The selection panel will assess the evidence presented by all applicants against the advertised criteria and the highest rated applicants will be invited to interview.

Interview arrangements

Interviews are currently scheduled to take place in person at the VMD week commencing 2nd September 2024 the interview will last approximately 1 hour and we will explore your suitability for the role using a mixture of experience, behaviour and strength based questions. For more information see [Civil Service - Success Profiles](#)

Other information

Please let us know what adjustments we can put in place to help you through the recruitment process if you are disabled.

Candidates who pass the interview criteria but are not offered a post may be kept on a reserve list for 12 months and may be offered similar roles across the department.

Defra is committed to 'name blind' sifting. That means that identifying characteristics such as your name, gender, age, address are removed from your application until after shortlisting for interview has taken place.

Timeline

Please note that this timeline is indicative at this stage and could be subject to change. The anticipated timetable is as follows:

Application Closing Date	12 th August 2024
Shortlisting Outcomes	W/C 12 th August 2024
Interviews Conducted	W/C 2 nd September 2024
Interviews Outcomes	W/C 9 th September 2024
Potential Start Date	*** October/ November 2024

Interviews will take place via MS Teams

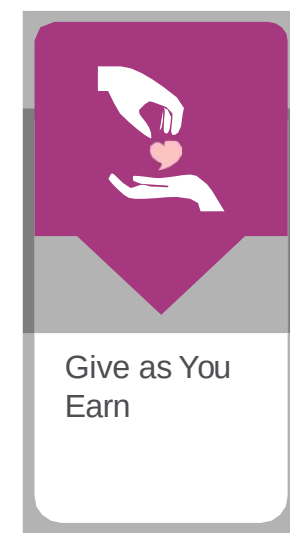
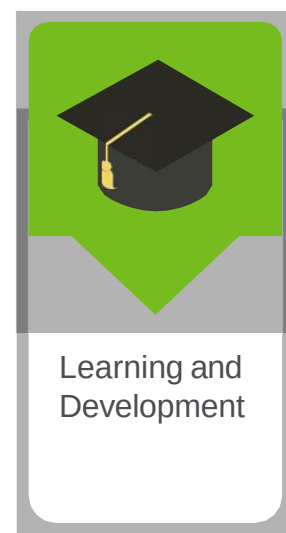
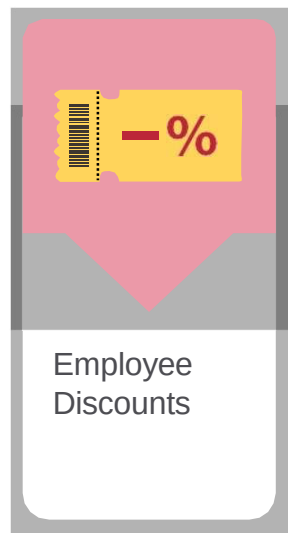
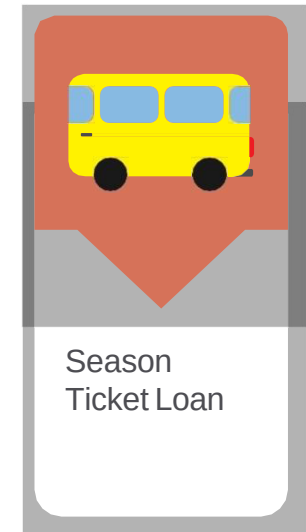
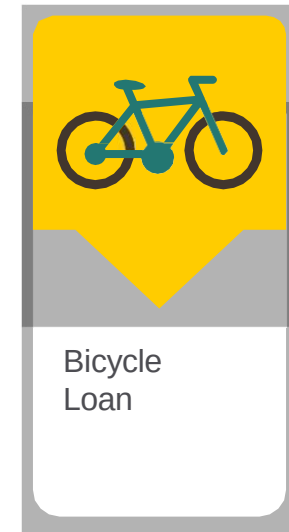
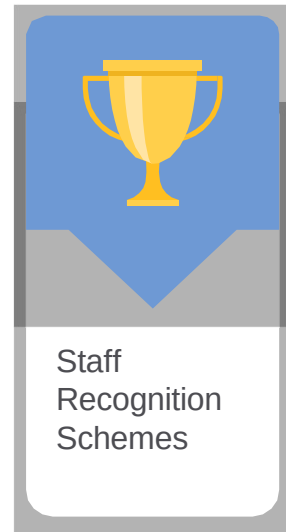
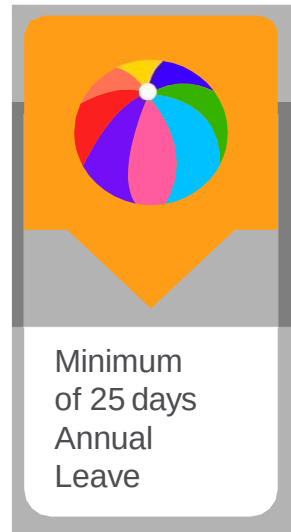
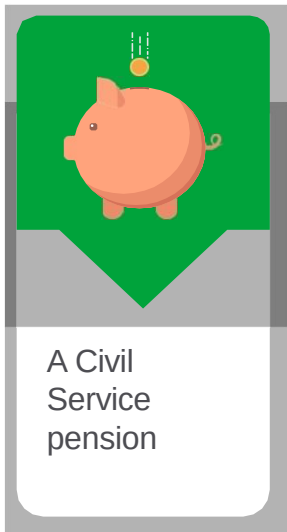
Candidates are asked to note the above timetable, exercising flexibility through the recruitment and selection process as it may not be possible to offer any alternative dates for assessments or interviews.

***Subject to Security clearance approval



A Great Place to Work

Benefits of working for Defra



Equality, Diversity & Inclusion

We passionately believe in equality, diversity & inclusion and we match that belief with action.



Respect Include Support Engage



As part of the Defra Group, VMD works with Defra to improve equality, diversity and inclusion to enhance our capacity to make the UK a great place to live.

Defra is committed to being an organisation in which fairness and inclusion are central to all our working relationships. At Defra we want you to have a respectful, welcoming; and engaging working environment, free from discrimination regardless of age, disability, gender identity, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex, sexual orientation, social background, trade union activity, caring responsibilities or working pattern.

We encourage applications from neurodiverse people and believe it is only through having a mix of ideas and ways of thinking that we will be able to have a culture which produces high quality work.

We have access to many active staff networks including Age, Mental health, Cancer, Carers, Disability, EU nationals, Ethnic Minority, Faith, Lesbian, Gay, Bisexual, Asexual and Transgender (LGBAT+), Social Mobility, Women and Worklife Balance. They are supported by senior champions and encouraged to take an active part in the development of our organisation.

We offer career development through a range of both internal and Civil Service wide talent schemes, mentoring, sponsorship and reverse mentoring. Our senior leaders talk authentically and with passion about what they are doing personally to support equality, diversity and inclusion. We promote and support a range of flexible working patterns to enable staff to balance home and work responsibilities, and we treat people fairly irrespective of their working arrangements.

Equality, Diversity & Inclusion

We passionately believe in equality, diversity & inclusion and we match that belief with action.

The inclusion of all of our employees is very important. We want everyone who works at VMD to feel they belong here, and we recognise that everyone will come to us from different backgrounds and with a range of different experiences.

We will not tolerate discrimination, bullying, harassment, victimisation or negative stereotyping. Our aim is a working environment where you feel you belong and have a voice, whatever your job or your grade.

You can read more below

[Defra group equality, diversity and inclusion strategy 2020 to 2024 - GOV.UK \(www.gov.uk\)](#)

As a Disability Confident employer, we positively welcome application from disabled people. We are committed to making workplace adjustments wherever possible to ensure that disabled people can participate fully not only in the recruitment and selection process but when they are appointed into their job. We offer a Guaranteed Interview Scheme for all disabled applicants who provide evidence of meeting the minimum requirements necessary for the post, as set out in this applicant pack.

Please get in touch with us at any stage of the recruitment process to discuss how we can help you whether you have a physical impairment, a mental health condition or are neurodiverse.

Once you are appointed your line manager will work with you to identify how they can put in place reasonable adjustments to enable you to carry out your work.



Things you need to know

Pre-Employment Checks

Everyone employed in the Civil Service is subject to security checks.

These security checks, known as pre-employment checks, are conducted to verify your: identity, employment history; right to work; eligibility under nationality rules; and any unspent criminal convictions.

These checks ensure that candidates are entitled to work in the UK and possess the honesty, integrity and values for government-related work.

Depending on the level of checks needed for the role, you may need to provide at least three documents so we can evidence your identity, nationality, full permanent address, signature and date of birth.

These would include:

- Current and valid passport.
- Birth Certificate - issued within 12 months of Birth
- Bank, building society or credit card statement*

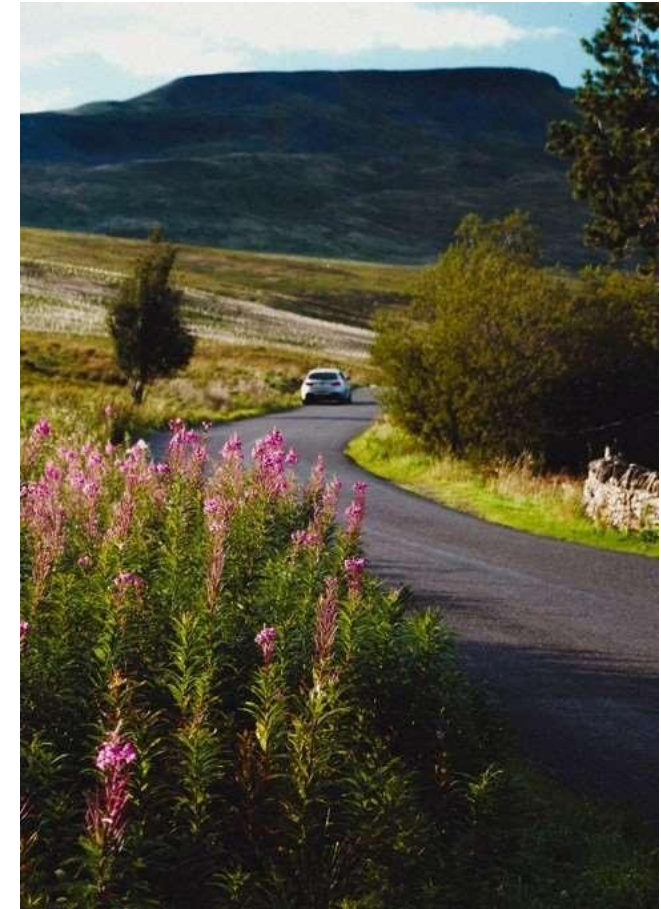
- Current photo card driving licence
- Original utility bill*
- Marriage certificate/Civil Partnership certificate
- Letter from head teacher or college principal (if under 19 years and still in full time education)

Documents marked with an * must be dated **within the last 3 months** and clearly show your current address.

Eligible candidates will be able to use Identity Document Validation Technology (IDVT) to complete the Right To Work/Basic DBS element of the security checks.

The full list of acceptable documents will be provided to you if we wish to make you an offer of employment

NB Only original documents will be accepted; photocopies and online documents (e.g. bank statements, e-bills, eP60's etc.) cannot be accepted.



Things you need to know

Can I apply if I am not currently a civil servant?

Yes. These roles are open to all suitably qualified people.

Is this role permanent?

Yes

Will the role involve travel?

You must have a valid passport.

There is a possibility of overseas travel, Therefore the successful candidate should be prepared to travel overseas if necessary.

Where will the role be based?

This role will be contractually based at the VMD, Woodham Lane, New Haw, Addlestone, Surrey KT15 3LS. (Fixed location, but flexible working arrangements).

Can I claim back any expenses incurred during the recruitment process?

No. Unfortunately we will not be able to reimburse you.

What nationality do I need to hold in order to apply?

To be eligible for employment to this role you must be a national from the following countries:

Open to the UK, Commonwealth and European Economic Area (EEA) and certain non EEA nationals. From January 2021 this job is broadly open to the following groups:

- UK nationals
- Nationals of the Republic of Ireland
- Nationals of Commonwealth countries
- European Economic Area (EEA) nationals with (or eligible for) status under the European Union Settlement Scheme (EUSS)
- Relevant EEA or Turkish nationals working in the Civil Service
- Relevant EEA or Turkish nationals who have built up the right to work in the Civil Service certain family members of the relevant(European Union) EU and Turkish nationals.

(*Commonwealth citizens not yet in the UK, who have no right of abode in the UK and who do not have leave to enter the UK are ineligible to apply.)

For further information on whether you are eligible to apply, please visit Gov.UK

Things you need to know

Is Security Clearance Required?

The level of security clearance required for this role is Counter Terrorist Check (CTC)

More information about the vetting process can be found at the following link [National security vetting: clearance levels - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/national-security-vetting-clearance-levels)

What reasonable adjustments can be made if I have a disability?

DEFRA is a Disability Confident Leader and therefore part of the Disability Confident Scheme (for further information on the Disability confident scheme please visit [Equality & Diversity - Defra Jobs - UK Government](https://www.gov.uk/government/equality))

If you have a disability defined by the equality Act 2010 you're eligible to be considered for the Disability Confident Scheme. In order to qualify you must have a physical or mental impairment which has a substantial and long term negative effect on your ability to carry out normal day to day activities (Further information regarding disabilities covered under the equality act please visit [Definition of disability under the Equality Act 2010 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/equality))

We are committed to making reasonable adjustments for Disability Confident Scheme applicants and will try to remove any barriers so you are not at a disadvantage during the selection/recruitment process/ interview / assessment including; allowing extra time during selection tests; ensuring that information is provided in an accessible format or; by providing training. We are also committed to interviewing all applicants with a disability who meet the minimum criteria for the role applied for.

If you feel that you may need a reasonable adjustment to be made, or you would like to discuss the disability confident scheme in more detail please contact us in the first instance. If you wish to receive a hard copy of the information, or in an alternative format e.g. Audio, Braille or large font then please contact: defrarecruitment.grs@cabinetoffice.gov.uk

Things you need to know

Disability Confident Scheme for Disabled Persons

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria. You should indicate this on your application form if you would like to be considered under this scheme.

Equal Opportunities

Defra values equality and diversity in employment. We are committed to being an organisation in which fairness and equality of opportunity is central to the approach in business and working relationships and where the organisational culture reflects and supports these values. In Defra you have the right to a working environment free from discrimination, harassment, bullying and victimisation regardless of race, ethnic or national origin, age, religion, sex, gender identity, marital status, disability, sexual orientation, working hours, trade union membership or trade union activity.

Civil Service Commission's Recruitment Principles

Selection for appointment to the Civil Service is on merit, on the basis of fair and open competition, as outlined in the Civil Service Commission's Recruitment Principles. The Civil Service Commission has two primary functions:

Providing assurance that selection for appointment to the Civil Service is on merit on the basis of fair and open competition.

Hearing and determining appeals made by Civil Servants under the Civil Service Code which sets out the Civil Service values – Honesty, Integrity, Impartiality and Objectivity.

More detailed information can be found at the Civil Service Commission website

<http://civilservicecommission.independent.gov.uk/>





Department
for Environment
Food & Rural Affairs



Veterinary
Medicines
Directorate

Contact us

If you have any general queries or technical problems, please email
defrarecruitment.grs@cabinetoffice.gov.uk

If you have any questions about the posts detailed in this pack, then please email:
people@vmd.gov.uk quoting the reference in the subject header.

