

Department of Energy, Environment and Climate Action

Position Description

Position details

Position title:	Veterinary Officer
Position number:	50960089
Classification:	Science C
Salary range:	\$109,730 - \$132,764 plus superannuation
Employment type:	Ongoing
Group:	Agriculture Victoria
Division & Branch:	Biosecurity and Agriculture Services, Animal Health and Welfare
Work location:	Bendigo Hybrid work arrangement available: ☒ Yes ☐ No
Reports to:	Hayden Morrow, District Veterinary Officer
Direct reports:	☐ Yes ☒ No
Further information:	Hayden Morrow 0439 073 093

Position purpose

The Veterinary Officer (VO) will work as a member of the Animal Health and Welfare Unit, to ensure the delivery of major animal health projects that include disease surveillance; livestock legislation and enforcement management; emergency preparedness and response; and traceability and product integrity. Veterinary Officers are required to lead disease and animal welfare investigations in their district. By utilising their clinical experience in the prevention, investigation, diagnosis, control, eradication, and treatment of diseases of farmed livestock in Victoria, they will contribute to better veterinary outcomes in these investigations. The successful applicant will participate in delivering services that contribute to protecting and improving market access, work effectively as a member of a team, enjoy flexible working arrangements, and undertake a wide variety of work across the division, involving;

- Management of animal welfare risks
- Disease surveillance
- Domestic and Export certification
- National Livestock Identification System auditing
- Preparedness and response to animal disease outbreaks
- Response to animal welfare issues

As part of an integrated and flexible business model within the Biosecurity and Agriculture Services Branch, you may also provide support to other programs or other regions.

You must work effectively and cooperatively in a team environment and with other agencies such as Victoria Police, CFA, saleyard managers and livestock agents within the district. You will establish strong working relationships with



Energy,
Environment
and Climate Action

internal staff and various external stakeholders including private landowners, community and industry groups as well as local and state government agencies.

As this is a regulatory position, you will be required to conduct investigations and appear in court. This position has responsibilities under the *Livestock Disease Control Act 1994 (all livestock)*, the *Prevention of Cruelty to Animals Act 1986*, the *Stock (Seller Liability and Declaration) Act 1993*, the *Agricultural and Veterinary Chemical (Control of Use) Act 1992*, the *Food Act 1984* and the *Livestock Management Act 2010*.

Context

Agriculture Victoria works with industry and community stakeholders to support the agriculture, food and fibre sector to become more globally competitive, innovative and resilient.

Agriculture Victoria consists of Agriculture Victoria Research, Biosecurity and Agriculture Services, Agriculture Policy, Animal Welfare Victoria and Agriculture Regulatory Policy & Programs, and Agriculture Victoria Business and Finance Services. Across these areas Agriculture Victoria delivers:

- Policy and program development for agriculture, food safety, food security, biosecurity, agriculture, and veterinary chemicals
- Domestic animal and animal welfare research, policy, education, and compliance
- Emergency preparedness, response, and recovery
- Research in science and technology leading to innovative farming systems, products, and services
- Facilitation of development projects
- Community and industry engagement, education, practice change and enforcement services
- Regulation and oversight of statutory regulators
- Assistance to drive export activity, market access and investment attraction.

The **Biosecurity and Agriculture Services (BAS) branch** designs and delivers services, provides technical advice and influences policy to support the agriculture sector to achieve sustainable growth while managing risks and minimising adverse impacts to the economy, environment and public health and safety. Key services include:

- maintaining and improving access to domestic and international markets for Victorian products,
- preparing for, responding to and facilitating recovery from biosecurity and natural disaster emergencies;
- ensuring early detection and preventing the introduction and spread of plant and animal pests/diseases and invasive species;
- ensuring compliance with responsibilities associated with animal welfare, chemical use, invasive species, plant and animal pest and diseases;
- designing and delivering targeted information, products and services that support the adoption of technology, innovation and new knowledge across the irrigation, livestock, dairy, grains and horticulture sectors.

Accountabilities

These accountabilities are not in priority order, however, will form the basis of an individual's Performance Plan:

- Monitor, provide quality assurance and feedback on the delivery of the Animal Health and Welfare Programs within the district and report on results.
- Manage livestock disease investigation, diagnosis, control and prevention programs and animal welfare investigations in the district including developing and maintaining strong relationships with private veterinarians through the Significant Disease Investigation (SDI) Program.
- Ensure compliance with the statutory requirements of the Acts and Regulations administered by Animal Health and Welfare Unit, including the provision of disease certification for live animal and animal product movements within Victoria, interstate and for export.
- Contribute to the development and implementation of other livestock industry research and extension projects to ensure effective integration of Animal Health programs with the livestock industries projects within DEECA.
- Lead the development of plans (in consultation with other DEECA staff and external agencies), manage preparation and implement procedures to ensure preparedness, response to, and recovery from agricultural emergencies.

- Lead and manage a district team and build a positive team culture. Actively participate in the leadership of the Animal Health and Welfare Regional team and work effectively and cooperatively in a team environment with other agencies such as Victoria Police, CFA, and within DEECA.
- To practice cultural safety by creating environments, relationships, and systems free from racism and discrimination so that people can feel safe, valued and able to participate.

Key Selection Criteria

The key selection criteria specified below outline the capabilities required for the position.

Specialist/Technical Expertise/Qualifications

- An appropriate tertiary degree in Veterinary Science registrable with the Veterinary Practitioners Registration Board of Victoria.
- Experience liaising and negotiating with government departments, farmers, livestock agents and other industry representatives.
- Good understanding of the livestock industries in Victoria, and of the disease control, emergency management and chemical residue minimisation programs administered by DEECA.
- Significant experience in the use of firearms and captive bolt guns in the destruction of livestock and the ability to work in abattoir and knacker environments.
- Detailed knowledge of and experience in the application and review of procedures used in the prevention, investigation, diagnosis, control, eradication and treatment of diseases of farmed livestock in Victoria.
- Demonstrated experience working with and handling farm livestock, including sheep, cattle, pigs and horses, and a practical knowledge of their husbandry.
- Leadership: identifies potential issues and setbacks and guides team to optimise outcomes and models the behaviour expected of others. High levels of personal resilience including maintaining composure and focus under pressure and adapting to change.
- Conflict Management: actively deals with conflict to achieve a timely and pragmatic solution and clarifies the problems and seeks options to resolve; clearly and confidently communicates and handles difficult and sensitive communications well.
- Well-developed written and verbal communication skills, including the ability to work with staff to deliver concise, authoritative, high-quality information and materials.
- Ability to anticipate potential problems and pre-empt required actions; continually liaises with key stakeholders to ensure full understanding of the issues and evaluates implemented courses of action and adjusts as required.

Capabilities

- **Resilience:** *Maintain a positive attitude and consistently deliver quality work in the face of challenging situations.*

Applied Level-Gives frank and honest feedback/advice. Listens when ideas are challenged, seeks to understand the nature of criticism & respond constructively; Displays confidence and conviction when communicating an opinion.

- **Communicate with Impact:** *Use various communication media to convey information, ideas, and insights in ways that maximises understanding of key messages; Posses good written and verbal communication skills.*

Accomplished Level- Makes a positive impression on others & comes across with credibility; Communicates orally in a manner that is clear fluent and holds the listeners' attention; Able to deal with difficult & sensitive topics & questions.

- **Team Management:** *Define work activities, team structure and individual roles to optimise business outcomes.*

Accomplished Level- Holds self and team accountable to public sector values and agreed performance standards; Supports achievement of outcomes by anticipating and resolving issues; Establishes and

implement actions to increase level of people engagement; Creates opportunities for recognising performance.

- **Critical Thinking and Problem Solving:** *Objectively analyse and evaluate available data, points of view, needs of stakeholders and potential solutions before recommending relevant actions or decisions.*
Applied Level- Resolves issues through deep understanding or interpretation of existing guidelines. Where guidelines are not available, analyses ideas available and takes action through self, or in consultation with others to resolve problems. If required, determine additional information needed to make informed decisions. Applies critical thinking and problem-solving concepts in the right context.

Position specific requirements

Authorisation	This position is a designated DEECA Authorised Officer and has responsibilities under the legislation relevant to the role. Gazettal as an Inspector or Authorised Officer under the Livestock Disease Control Act, Prevention of Cruelty to Animals Act, Stock (Seller Liability and Declaration) Act, Agricultural and Veterinary Chemicals (Control of Use) Act, Food Act and Livestock Management Act.
Financial Delegation Value	\$0 A declaration of Private Interests will be required for positions with financial delegations of >\$20,000
The occupational health and safety requirements of this position may include, but are not limited to:	• A Victorian Firearms Licence for Category A, B & C firearms and DJPR firearms accreditation is required to be obtained and kept current. • Hold a current Applied First Aid Certificate (Level 2 to be completed during probation period) • Vaccination against diseases including tetanus, seasonal influenza and Q fever is required to be undertaken. • Audiometric testing is conducted on commencement of employment and every two years for firearms users. • Current Drivers Licence for a motor vehicle • Sedentary desk work • Field work • Manual handling • Use of hazardous substances • Emergency response work
DEECA will conduct relevant checks about applicants and the information provided within an application. Checks will include but are not limited to:	A Declaration and Consent form consenting to DEECA contacting current and previous employer(s) to substantiate employment history, past conduct and performance is required. A satisfactory National Police Check will be required (for all non-DEECA employees). This position has a requirement to work shift work or out of hours work will be required that will involve evening or weekend work including occasional overnight travel.
Employment terms and conditions	Are governed by the <i>Victorian Public Service Enterprise Agreement 2020</i> and the <i>Public Administration Act 2004</i>. Recipients of Victorian Public Service (VPS) voluntary departure packages should note that re-employment restrictions apply Non-VPS applicants will be subject to a probation period of six months
Privacy	The department affirms that the collection and handling of applications and personal information will be consistent with the requirements of the Privacy and Data Protection Act 2014.

About the Department

We employ more than 6,500 staff, who work from more than 82 locations throughout Victoria, across the portfolios of energy, environment, climate action, water, agriculture and resources. Our challenge is to maintain Victoria's liveability, with a population expected to almost double by 2050, while responding to climate change and protecting our natural environment, infrastructure and heritage for future generations. We take a community-centred approach and involve communities and key stakeholders in decisions and policies that affect them and we collaborate across our portfolios to design and deliver services and programs.

For further information about the department, please visit our website www.deeca.vic.gov.au

Our values

Our values align with the core [Public Sector values](#) – responsiveness, integrity, impartiality, accountability, respect, leadership and human rights. Additionally, we use our Leadership Model to shape the way we work. Using the principles of 'Work Together', 'Do What Matters' and 'Make a Difference' we create a culture that puts our people at the centre of everything we do. The Leadership Model reminds us of what's important in our daily interactions with each other, and in the actions and decisions we take to deliver our work.

Our Community Charter

We are committed to the Victorian Government Public Engagement Framework that enables meaningful and inclusive engagement to make better decisions and improve the lives of Victorians. Our Community Charter is our promise to be available, be involved and listen, and take action as we deliver services and create opportunities that supports thriving, productive, and sustainable communities, environments and industries.

Emergency Response and Health and Safety Requirements

The department plays a major role in Victoria's emergency response activities, through an all-hazards, all-emergencies approach. Staff may be directly employed for these roles or may be called upon to support these activities as required following the appropriate training and "fit for work" assessment.

A Diverse, Inclusive and Flexible Workplace

DEECA welcomes applicants from a diverse range of backgrounds and we focus on the essential requirements of the job and being consistent and fair in our treatment of all applicants. Our diversity and inclusion outcome pillars:

1. We are connected to liveable, inclusive, sustainable communities
2. We are diverse
3. We are inclusive and flexible
4. We are safe and respectful

DEECA can provide reasonable adjustments for people with a disability. If you need assistance to fully participate in the application or interview process, please use the contact listed under 'Position Details'.

Aboriginal Cultural Safety

Cultural safety of Traditional Owners and Aboriginal Victorians, as an underpinning principle of self-determination, is embedded in everything we do. Under the [Aboriginal Cultural Safety Framework](#) DEECA is committed to creating a culturally safe workplace, where there is space for culture to live and for spiritual and belief systems to exist. For further information, please contact self.determination@deeca.vic.gov.au.

Balancing your Life / Hybrid Working

We understand that a balanced life is important to our employees and we offer a wide range of flexible options to help you manage family, health, carer responsibilities, study, career or personal interests. Options may include working some days from home or other suitable locations, starting early or late, working part time, job share or accessing paid or unpaid leave in line with our flexible working policy.

To receive this information in an accessible format (such as large print or audio) please call the Customer Service Centre: 136 186, TTY: 133 677, or email customer.service@deeca.vic.gov.au