

POSITION TITLE	General Practitioner Surgery Focus
JOB PROFILE ID	RAVS_HEO7_SJP_01
JOB CATEGORY	Professional
JOB FAMILY	Research Animal Welfare Veterinary Support
COMPENSATION GRADE	HEO7
MANAGEMENT LEVEL	19 Individual Contributor
POSITION TITLE	General Practitioner Surgery Focus
JOB PROFILE ID	RAVS_HEO8_SJP_01
JOB CATEGORY	Professional
JOB FAMILY	Research Animal Welfare Veterinary Support
COMPENSATION GRADE	HEO8
MANAGEMENT LEVEL	19 Individual Contributor
POSITION TITLE	General Practitioner Surgery Focus
JOB PROFILE ID	RAVS_HEO9_SJP_01
JOB CATEGORY	Professional
JOB FAMILY	Research Animal Welfare Veterinary Support
COMPENSATION GRADE	HEO9
MANAGEMENT LEVEL	19 Individual Contributor

POSITION DESCRIPTION SUMMARY

PRIMARY FUNCTION The Senior Veterinary Specialist delivers advanced clinical services within their specialist discipline, handling a range of cases from secondary to complex tertiary referrals. They lead clinical training programs, ensuring hands-on instruction and evaluation. They also lead educational initiatives that enrich the industry's collective expertise and contribute to research, blending new insights into clinical and educational settings. DECISION MAKING AND DELEGATIONS OF AUTHORITY The Senior Veterinary Specialist is a subject matter expert, works under broad direction to deliver goals strategically and autonomously within set timeframes. They resolve complex matters, provide sound advice and exercise independent judgement to achieve goals. They may have staffing responsibilities or determine resourcing needs.
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KEY RELATIONSHIPS

Relationships	Position Title
Supervisor	45622 Senior Lecturer (Unfilled)
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. Oversee and manage comprehensive clinical services in a specialist discipline, including handling complex secondary and tertiary referral cases and coordinating with other service lines for holistic patient care.
2. Participate in after-hours rosters to ensure seamless operation and high-quality care in the specialist discipline.
3. Lead specialist clinical training programs, providing hands-on instruction and supervision.
4. Provide supervision and mentoring to interns and students, focusing on their all-round professional development.
5. Actively engage in research activities relevant to the specialist discipline, disseminating findings through scholarly articles, lectures, or seminars, and integrating new insights into clinical and educational practices.
6. Liaise with cross-functional teams and key stakeholders, championing stakeholder engagement strategies to drive collaborative initiatives and uphold the work areas objectives.
7. Support work area reporting and compliance directives, ensuring accuracy, system integration, and adherence to university policies.
8. Oversee the implementation of work area budgets, monitor spending to ensure alignment with financial projections, and contribute to periodic budget reviews.
9. Manage and allocate resources, setting short-term goals to ensure the work area's services are delivered efficiently and effectively.
10. Provide effective leadership, guidance, and advice to staff in the work area to ensure the proactive achievement of outcomes.
11. Manage the performance and development of staff, including performance review, professional development and career management.
12. Work collaboratively to streamline risk management protocols, address workplace health and safety proactively, and prepare for internal evaluations.

EDUCATION

Education

Other - An equivalent combination of relevant training and experience

Postgraduate qualifications - In a relevant field

Only one Field of Study needs to apply. The Education requirements should be considered in conjunction with the Work Experience requirements.

CERTIFICATIONS

Certifications

SKILLS

Skills

Ability to Communicate Effectively

Analytical and Problem Solving.

Attention to Detail.

Computer Literacy.

Critical Thinking and Decision Making

Customer Service..

Negotiation and Influencing.

Planning and Organisation.

Teamwork and Collaboration.

WORK EXPERIENCE

Work Experience

Clinical teaching experience.

Experience in a veterinary hospital or busy animal practice.

CAPABILITIES

Priority Core Capability	Behavioural Indicators *FOU – Foundational, *INT – Intermediate, *ADV – Advanced, *EXP – Expert	Level
Acts with courage, respect and integrity	Acts with honesty, demonstrating ethical and professional behaviour, with the courage to speak up for respect and integrity.	FOU
Communicates with impact	Interacts with others clearly and effectively, using respectful verbal and non-verbal communication for the benefit of our students, staff and the communities we serve	FOU
Excels in discipline, field or profession	Strives to develop and improve own proficiency and profile in areas of focus, creating a positive impact for the University.	FOU
Responds to changing contexts	Anticipates and monitors demand and develops considered responses to continually improve student, staff and community outcomes	FOU
Takes accountability	Takes accountability for own actions and contributes to an inclusive, psychologically safe and high performance culture where people are inspired to thrive and realise their potential.	FOU
Takes action	Takes initiative, achieving results through a commitment to excellence and quality outcomes for the University, Australia and the wider world.	FOU



Priority Professional Capability	Behavioural Indicators *FOU – Foundational, *INT – Intermediate, *ADV – Advanced, *EXP – Expert	Level
Actively manages opportunities, risks and issues	Actively manages opportunities, potential risks and uncertainties to achieving the strategic objectives of the University.	FOU
Delivers service excellence	Understands customer needs and wants, both now and in the future, to agree, meet and manage service expectations and deliver an excellent service experience for University staff, students and the community.	FOU
Enables compliance and integrity	Cultivates an environment in which students and staff act with integrity and comply with relevant laws, regulations and policies applicable to the University.	FOU
Understands the nature of research	Understands the nature of research work, research timeframes, the legislative and funding environment and navigating this landscape to support staff to deliver on the research objectives of the University.	FOU

Core Capability	Behavioural Indicators *FOU – Foundational, *INT – Intermediate, *ADV – Advanced, *EXP – Expert	Level
Acts responsibly	Understands constraints and works to optimise value for the University by balancing safety, sustainability, risk, opportunity, and finite resources to deliver, directly or indirectly, on the objectives of the University.	FOU
Collaborates with others	Builds networks, models collaboration and works effectively with others to encourage inclusivity and impact.	FOU
Contributes to the University	Shows an appreciation of the higher education sector and role of the University in the local and international community, supporting the University's strategy of excellence in research, education, engagement and student experience.	FOU
Displays adaptability	Remains committed and persistent in the pursuit of goals, maintaining composure and professionalism, regardless of changing circumstances.	FOU
Displays cross-cultural understanding	Collaborates in an inclusive way demonstrating an understanding of cultural differences and how our views can shape the way we operate.	FOU
Strives to learn	Exhibits a commitment to continuously learn, having the courage to embrace new practices, behaviours and mindsets and be open to new ideas and perspective.	FOU
Thinks and solves problems	Makes informed and considered decisions by thinking critically and comprehensively to progress and enhance outcomes for the University.	FOU