

Department of Natural Resources and Environment Tasmania

Statement of Duties

Position title:	Veterinary Pathologist
Position number:	709465
Division/Business Unit/Branch:	Primary Industries and Water / Biosecurity Tasmania / Animal Health Laboratory
Award/Agreement:	Tasmanian State Service Award
Classification:	Professional Stream, Band 3
Position status:	Permanent
Full Time Equivalent (FTE):	1.0 FTE (minimum 0.8 FTE, by negotiation)
Ordinary hours per week:	36.75 hours (minimum 29.40, by negotiation)
Location:	Mt Pleasant
Reports to:	Principal Veterinary Pathologist

Position Purpose

As a senior professional practitioner, perform veterinary pathology duties in support of diagnostic work for the provision of animal health services and disease surveillance activities in production animal and wildlife pathology. This will include participation in the diagnostic roster for aquatic and terrestrial production animals.

Major Duties

- Provide sound knowledge and technical expertise in interpretive gross pathology and histopathology for the Animal Health Laboratory diagnostic service.
- Provide support to investigations of new or poorly understood diseases in production animals and wildlife.
- Provide professional advice and liaise with clients, industry bodies and groups within NRE Tas on a broad range of animal health matters. This can involve planning and participating in advisory and information service activities conducted as part of surveillance programs independently or in conjunction with other sectors of the Department.
- Develop knowledge and technical capacity to enable a rapid response to exotic diseases, particularly of aquatic animals, under Tasmanian conditions.
- Supervise technical staff when participating on the veterinary pathology duty roster.
- Perform any other assigned duties at the classification level that are within the employee's competence and training.

Responsibility, Decision-Making and Direction

The occupant of the position is responsible for:

- The efficient and effective delivery of services within the Pathology unit requiring optimal use of resources and maintaining and/or modifying policy, administrative processes and research projects.
- As a professional specialist accountable for mentoring and role-modelling less qualified or less experienced staff;
- Specialists are required to remain abreast of contemporary developments in the discipline or field and related subject matter;
- Responsibility may be shared with relevant specialists and executive management for the development of strategy, policy or program implementation especially with regard to new developments; and
- for ensuring a safe working environment by complying with relevant Work Health and Safety (WHS) legislation, codes of practice and policies, procedures and guidelines issued under the Department's WHS Management System. (Include for Managers) and for promoting the principles of managing diversity.

The decision making and direction received in relation to the role are that:

- The occupant operates with considerable autonomy and is required to provide leadership regarding the design, development and operation of function and/or program activities. Guidance and instruction may on occasion be received on the implementation of highly technically complex modification that provide solutions consistent with policy, regulatory and/or technological requirements and developments.
- Defines core program and service delivery issues to develop options and recommendations for operational change and/or for new research projects.

Knowledge, Skills and Experience (Selection Criteria)

1. High level expertise and extensive experience in gross pathology and the assessment and interpretation of samples prepared by a range of histopathology techniques for diseases of animal species.
2. High level expertise and knowledge of diagnostic methods relating to exotic and endemic animal diseases and extensive knowledge and experience in execution and reporting of research and/or animal disease management programs and projects.
3. An understanding of contemporary management practices and the ability to supervise, mentor and role model less qualified or less experienced technical and other staff.
4. The ability to communicate and provide authoritative advice on complex matters to non-specialists, high level liaison, presentation and conflict resolution skills and the capacity to represent the Department.
5. Highly developed conceptual and reasoning skills to research, investigate, analyse, evaluate and integrate relevant solutions from related disciplines or fields in the area of activity. Flexibility, creativity and innovation associated with research, investigative, analytical and appraisal skills.
6. Demonstrated capacity to plan, organise, schedule and deliver, own outputs and those of a team, within set timeframes to achieve results particularly in a changing environment; project management experience with a knowledge and understanding of contemporary project management practice.

Position Requirements

Essential Requirements

- A Degree in Veterinary Science or equivalent, registrable in Tasmania under the Veterinary Surgeons Act 1987.

Desirable Qualifications and Requirements

- Membership qualifications in Pathobiology with the ANZCVSc (Australian and New Zealand College of Veterinary Scientists) and/or board certification (American College of Veterinary Pathologists).
- A current motor vehicle driver's licence.

About Us

The Department of Natural Resources and Environment Tasmania (NRE Tas) is responsible for the sustainable management and protection of Tasmania's natural and cultural assets for the benefit of Tasmanian communities and the economy. The Department's activities guide and support the use and management of Tasmania's land and water resources and protect its natural and cultural environment. The Department is also responsible for delivering the services that support primary industry development and the protection of the State's relative disease and pest-free status.

Under Tasmania's emergency management arrangements NRE Tas is the management authority (lead agency) for various aspects of the management of biosecurity emergencies (includes exotic animal, plant and marine disease and pest emergencies), fire in national parks and other reserves, and sea inundation from storm surge. In regard to those types of emergency prevention, preparedness and response activities are core business of this agency and potentially may involve all staff in some way.

The Department's website at www.nre.tas.gov.au provides more information.

Working Environment

Employees work within an environment that supports safe work practices, diversity and equity with employment opportunities and ongoing learning and development. We are committed to valuing and respecting each other as colleagues and peers. We value the diverse backgrounds, skills and contributions of all employees and treat each other and our customers with respect. We do not tolerate discrimination, harassment or bullying in the workplace.

NRE Tas has a culture of zero tolerance towards violence, including any form of family violence. We will take an active role to support employees and their families by providing a workplace environment that promotes their safety and provides the flexibility to support employees to live free from violence.

There is a strong emphasis on building leadership capacity throughout NRE Tas.

The expected behaviours and performance of the Department's employees and managers are enshrined in the *State Service Act 2000* through the State Service Principles and Code of Conduct. These can be located at www.dpac.tas.gov.au/divisions/ssmo.

Special Employment Conditions

Work is largely undertaken in an air-conditioned diagnostic and research laboratory.

Some intrastate and occasional interstate travel may be required