

POSITION DESCRIPTION

POSITION TITLE:	Manager – Veterinary Services
CLASSIFICATION:	SO5
RESPONSIBLE TO:	General Manager – Scientific Services
LOCATION:	Herston

POSITION OBJECTIVES

This role will support a culture of care and the delivery of high quality and ethical laboratory animal science at QIMR Berghofer by providing veterinary services, advice and expertise in compliance with the Australian code for the care and use of animals for scientific purposes, mandated under the Queensland Animal Care and Protection Act.

Additionally, the role will provide oversight of the continued development, management and delivery of an internal laboratory animal science technical training program. This program:

- Promotes and supports best practice in the use of animals for scientific purposes at QIMR Berghofer;
 - Assists in the skills development and competency assessment of personnel that use or care for research animals at the Institute.
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ORGANISATIONAL CONTEXT

QIMR Berghofer is a statutory body under the *Queensland Institute of Medical Research Act (1945)*. QIMR Berghofer Medical Research Institute proudly serves the people of Queensland with better health and wellbeing through impactful medical research. Our collaborative research programs address the foremost health challenges of our time. Our research responds to health challenges arising from social and environmental factors and aims to advance Aboriginal and Torres Strait Islander health equity.

QIMR Berghofer has a vision to lead the way to significant innovation in health outcomes, nationally and globally. We are committed to supporting ground-breaking research discoveries, achieving sustainability and conducting impactful research.

The Institute focuses its research within four key Programs:

- Cancer Research
- Infection & Inflammation
- Mental Health & Neuroscience
- Population Health

Our Professional Services are organised into departments that provide specialist support for the conduct of internationally competitive research programs and projects. These include People and Culture; Business Development; Finance & Administration; Information & Facilities; Corporate Affairs and Fundraising; Scientific Services; Legal; Research Governance and Funding; Corporate Risk, Governance and Compliance and Strategic Planning.

Scientific Services provides a diverse array of support services to researchers across QIMR Berghofer; including flow cytometry, microscopy, histology, GMP production, animal facilities, veterinary services, analytical facilities, sample processing services, scientific equipment management and cryogenics.

QIMR Berghofer promotes a *Working Better Together* operating model, recognising that whilst the purpose of the Institute is medical research, and the contribution of researchers is key, it cannot be done without the work of our highly-skilled professional staff. It recognises that we are all here to facilitate the same purpose – *Better health and wellbeing through impactful medical research*. *Working Better Together* is underpinned by the shared understanding and application of our values:

- Excellence
- Integrity
- Respect
- Collaboration
- Accountability

REPORTING AND RELATIONSHIPS

The position reports to the General Manager Scientific Services.

The position works in consultation with the Animal Facility Manager, the QIMR Animal Ethics Committee and its Scientific Sub-Committee, and the QIMR Animal Facility Management Committee.

PRIMARY RESPONSIBILITIES

- Identify and implement procedures/systems to assist the Institute to meet relevant legislation and codes of practice in the breeding, teaching and experimental use of animals.
- Conduct facility inspections and animal care program reviews.
- Provide veterinary services to QIMR Berghofer, maintaining compliance with the requirements of the Queensland Veterinary Surgeons Act.
- Ensure Veterinary Premises Registration with the Veterinary Surgeons Board of Queensland and oversee the management of the animal surgical suite located within the registered premises.
- Manage and oversee the program of veterinary care (PVC) to meet the objectives of the Australian code for the care and use of animals for scientific purposes.
- Manage and provide veterinary and animal welfare advice for quality management and project design to safeguard animal wellbeing.
- Identify and report on welfare concerns to Investigators, the AEC and the Institute including taking any urgent action deemed necessary to address animal welfare concerns.
- Contribute to Institute policy, procedure and guideline development, review and implementation, related to the care and use of animals for scientific purposes.
- Manage the development and facilitation of practical educational programs and best practice standards for training and competency assessment.
- Provide oversight to ensure the Animal Facility based training service adheres to the relevant scientific animal use Institute policy and procedures.
- Develop and review Animal Facility Technical Standard Operating Procedures (SOPs) and Direct Observation of Practical/Procedural Skills (DOPS) documentation.
- Conduct health checks (and certification where necessary) of animals intended for international export.

- Screen institutional animal health reports for animals being imported and provide assistance to the Animal Facility Manager with designing health screening and monitoring protocols.
- Provide advice and contribute to the management and development of the Institute's Substance Management Plan for S8, restricted S4 and higher risk S4 drugs that are used in animals for scientific purposes.
- As a registered veterinarian, place orders for S8 drugs that are used in animals for scientific purposes.
- Maintain and further develop their own knowledge, technical skills and competency in laboratory animal medicine and science, animal welfare and animal ethics through continuing professional development.
- Serve as an advisory member to the QIMR Animal Ethics Committee and its Scientific Sub-Committee.
- Liaise with other Institute departments (e.g. Animal Facility, Research Ethics, Safety) government authorities (e.g. Queensland DAF, Veterinary Surgeons Board) and interact with relevant professional bodies (e.g. ANZCVS, ANZLAA, ANZCCART, AVA) as required.
- Maintain membership of relevant industry bodies (e.g. ANZCVS, ANZLAA)
- Manage staff performance by communicating expectations, providing regular performance feedback, coaching for improved performance, and developing/encouraging professional and personal growth.
- Manage veterinary services resources.
- Monitor work practices within the work area to ensure compliance with the requirements of the Work Health and Safety Act, related legislative requirements and the Institute's Work Health & Safety (WH&S) policies and procedures.]

KEY SELECTION CRITERIA

- Degree in Veterinary Science (or equivalent) from an approved university and eligible for registration with the Veterinary Surgeons Board of Queensland. **Registration is required before commencement.**
- Post-graduate qualification in either: laboratory animal medicine, laboratory animal science, animal welfare, veterinary behavioural science, veterinary pathology or veterinary anaesthesia/analgesia.
- Experience in husbandry, behaviour, medicine, anaesthesia, surgery, and pathology of laboratory rodents (including GMOs).
- Demonstrated understanding of legislation and codes relevant for the use of animals for scientific purposes in Queensland and ability to interpret and apply to the Institute.
- Proven ability to produce written protocols for animal procedures and implement changes to improve processes.
- Demonstrated understanding of animal biosecurity and regulation of genetically modified organisms as relates to scientific animal use.
- Knowledge of veterinary technical matters relating to laboratory animal science.
- Ability to manage work with no professional supervision.
- High level of initiative to proactively drive continual improvements in animal welfare and competency in the care and use of research animals.
- Highly developed communication skills (written and oral).
- Ability to handle complex issues sensitively and negotiate optimal outcomes.
- Previous experience in running workshops and seminars, as well as in facilitating formal meetings.

Desirable

- Certificate IV in Training and Assessment (TAE40116); or diploma or higher qualification in adult education.
 - Postgraduate research or biostatistics qualification.
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QIMR Berghofer also offers:

- Salary Packaging
- State-of-the-art facilities
- Stimulating work setting focussed on cutting-edge medical research
- Supportive/collaborative team environment
- Parental leave provisions