

Department of Natural Resources and Environment Tasmania

Statement of Duties

Position title	Principal Veterinary Pathologist
Position number	26206
Division/Business Unit/Branch	Primary Industries and Water / Biosecurity Tasmania / Animal Health Laboratory
Award/Agreement:	Tasmanian State Service Award
Classification	Professional Stream, Band 4
Position Status	Permanent
Full Time Equivalent (FTE)	1.0 FTE (minimum 0.80 FTE, by negotiation)
Ordinary hours per week	36.75 hours (minimum 29.40 hours, by negotiation)
Location	Launceston
Reports to	Manager (Animal Health Laboratory)

Position Purpose

The purpose of the role is to provide expert scientific and technical advice and input on animal health, disease diagnosis and detection in a veterinary diagnostic laboratory. Lead and undertake professional operational activities in veterinary pathology and diagnostic services, work with clients and stakeholders to provide client focused diagnostic and investigatory services and ensure laboratory preparedness to investigate exotic and major emerging disease incidents is maintained.

Major Duties

- Provide diagnostic and clinical oversight of testing at Animal Health Laboratory (AHL) to ensure the provision of accurate diagnoses and interpretation of results.
- Manage, in conjunction with the laboratory manager, the delivery of diagnostic services for diagnosis of animal disease and disease control programmes (managed by the Chief Veterinary Officer) to the required National Association of Testing Authorities (NATA) quality standard, both during normal operations and in outbreaks.
- As a rostered duty pathologist, undertake gross pathology and histopathology activities and provide effective and timely case reporting. Integrate results and findings into client or industry reports and provide interpretation as appropriate.
- Participate in research programs conducted by the Department and contribute to reports on scientific, advisory, policy and management matters, including conference presentations.
- Represent the Department and the State by participating in activities such as national committees specialising in animal health diagnostics.
- Perform any other assigned duties at the classification level that are within the employee's competence and training.

Responsibility, Decision Making and Direction

As senior professional specialist the occupant of the position is:

- accountable for mentoring and role-modelling less qualified or less experienced staff within the Branch. The occupant is accountable for the performance and development of staff within the Branch and is responsible for regularly reviewing the performance of supervised staff against agreed performance objectives, milestones and measures;
- responsible for the efficient and effective operation of the function or program requiring budget management, optimal use of resources and maintaining and/or modifying strategy and policy, administrative processes and research projects. This includes planning future activities, negotiating for appropriate resources and determining measures for accountability;
- required to remain abreast of contemporary developments, to identify emerging trends and to maintain a network of peers and specialists in the subject area;
- responsible for the development of program strategy, policy or implementation especially with regard to new developments; with responsibility shared with relevant specialists and executive management; and
- 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 and for promoting the principles of managing diversity.

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

- The occupant has considerable operational autonomy with operational direction according to government policy and broad corporate objectives.

Knowledge, Skills and Experience (Selection Criteria)

1. Specialist knowledge, expertise and extensive experience in the operations of a diagnostic veterinary pathology laboratory, gross pathology and histopathology, recognition of pathological processes and an ability to relate these to a diagnosis.
2. Specialist knowledge, expertise and extensive experience in the provision of professional and technical veterinary advice and interpretation in matters of animal health, welfare, production and disease control. Major emphasis is on aquatic and terrestrial production animals but should include some knowledge of companion and performance animals and wildlife.
3. Highly developed managerial skills and demonstrated capacity to manage human, physical, financial and information resources. A sound knowledge and understanding of contemporary project management and business planning.
4. Demonstrated leadership qualities, including the ability to mentor staff, motivate and gain the co-operation of others in the achievement of challenging, difficult and sometimes conflicting objectives. The ability to foster team environment and to monitor efficiency and effectiveness leading to continuous improvement in work places.

5. Excellent communication, representation, negotiation and conflict resolution skills. Demonstrated ability to develop productive relationships with specialists and stakeholders in various fields and to share ideas to resolve problems.
6. Highly developed conceptual and reasoning skills. Flexibility, creativity and innovation regarding the implementation of government and organisational strategy and policy and the integration of relevant solutions from diverse disciplines or fields.
7. Demonstrated capacity to plan, organise, schedule and deliver own outputs and those of a team and to modify approaches and adapt to new strategic direction.

Position Requirements

Essential Requirements

- A degree in Veterinary Science or an equivalent qualification from a recognised tertiary institution enabling eligibility for registration under the *Veterinary Surgeons Act 1987* with at least 5 years full time diagnostic pathology experience in a NATA accredited laboratory, relevant to the professional duties to be undertaken.

Desirable Qualifications and Requirements

- Membership or Fellowship in Pathobiology with the Australian and New Zealand College of Veterinary Scientists (ANZCVS) and/or board certification by examination (e.g., American College of Veterinary Pathologists or European 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.