



Position Title: Chief Veterinarian

Department: Integrity

Date: 14 February 2017

Change to Existing position

Reports To (Position):

General Manager Integrity

Position that report to this position:

Senior Veterinarians and Veterinarians

PRIMARY PURPOSE OF ROLE:

The role of the Chief Veterinarian is to provide leadership, strategic direction, and management of the provision of veterinary services including clinical duties on and off the track.

The key accountabilities are:

- To develop and implement strategy for the setting of standards, operating procedures, and policies in veterinary services, animal welfare and integrity;
- To lead, manage and train a high performing Veterinary Services Team that delivers excellence in veterinary care;
- To identify, lead, deliver and influence the direction of greyhound related research including the publication and presentation of research nationally and internationally;
- To provide authoritative and expert evidence in racing related disciplinary and prosecution proceedings;
- To provide timely and accurate advice in relation to emerging trends to the GM Integrity, Executive team & GRV Board;
- To represent GRV on various committees and working groups nationally and internationally;
- To identify and evaluate risk and develop mitigation strategies and controls in relation to prohibited substances;
- To manage the veterinary services and prohibited substances budget;
- To carry out the functions of a Senior On Track Veterinarian at race meetings which include ensuring greyhounds competing in Victoria are physically suitable to compete which will require making clinical decisions rapidly and under scrutiny; that greyhounds are sampled to ensure they are presented for racing free of prohibited substances in accordance with the Rules of Greyhound Racing; to perform veterinary procedures at the racetrack where required; and to ensure that the health and welfare of all racing greyhounds in Victoria is protected;
- To ensure clinical veterinary procedures at GAP are conducted in accordance with best clinical practice.

SCOPE:

Greyhound Racing Victoria (GRV) regulates and promotes greyhound racing at the State level with animal welfare and integrity as its key priorities.

GRV is committed to attracting and retaining the best calibre of people to achieve the highest level of performance and behavioural standards required to achieve its strategic priorities. This will ensure that the best standard of service is continually provided across the organisation and that GRV will build on and maintain its excellent reputation and effective profitability.

Our vision is for Greyhound Racing Victoria to become the world's most respected greyhound racing body, widely regarded for the market position and reputation we have created for greyhound racing in Victoria.

FREEDOM TO ACT/DECISION MAKING:

- Efficiently and effectively manage the day to day functions of the veterinary services team.
- Determine staffing requirements and responsibilities for veterinary services across the organisation.
- Ensure all new staff within your area receive appropriate induction, training and continuing professional development to carry out veterinary services to the standard expected of GRV.
- Implement a performance management process for employees within the veterinary services area, which includes monitoring their performance on an ongoing basis and conducting an annual performance review.
- Initiate greyhound related research that benefits the health, welfare, and integrity of greyhound racing.
- Provide strategic advice to the GRV Board, Integrity Council, Executive and Chief Steward on improving anti-doping programs and initiatives.
- Managing conflicting expectations to ensure that animal welfare and integrity are of the highest priority.
- Fostering a culture of respect, trust and co-operation when dealing with a diverse range of participants.
- Consult, advise and educate to promote integrity of the sport and awareness of welfare responsibilities to internal and external stakeholders.
- Approve and appropriately manage expenditure within the veterinary services and prohibited substances budget.
- Authority to approve timesheets.
- Act as a Senior Veterinarian at greyhound race meetings throughout the state and provide appropriate veterinary services where required.
- Examine greyhounds and advise Stewards regarding their suitability to race.
- Making clinical decisions rapidly and under scrutiny.
- Perform the duties of a Veterinary Practitioner in accordance with the *Veterinary Practice Act 1997*.

KEY RESULT AREA	ACCOUNTABILITY/ACTIVITY	KEY PERFORMANCE INDICATOR
Area of focus	What activities are you responsible for?	How will you know this has been achieved?
<ul style="list-style-type: none"> ▪ Management & Leadership 	<ul style="list-style-type: none"> ▪ Provides strong leadership to the veterinary services team including the mentoring and supervision of team members ▪ An active contributor to the Integrity Department leadership team 	
<ul style="list-style-type: none"> ▪ Veterinary Services 	<ul style="list-style-type: none"> ▪ Ensure the provision of all veterinary services across GRV including at all race meetings and by officiating as a Senior On-track Veterinarian ▪ Ensure GRV's Veterinary Services Team is trained and mentored to carry out their duties to the highest standards of animal welfare and integrity ▪ Develop and implement standards, operating procedures, rules and policies that protect animal welfare and integrity ▪ Conduct performance reviews ▪ Budget management ▪ Provide timely and accurate veterinary advice and services relating to integrity and welfare functions 	
<ul style="list-style-type: none"> ▪ Research 	<ul style="list-style-type: none"> ▪ Identify areas of risk and provide national leadership and influence the strategic direction of research to improve animal welfare and integrity in the greyhound racing industry ▪ Deliver research outcomes through publication and presentation nationally and internationally ▪ Implement successful research and foster industry reform through education, rules or policies ▪ Budget management 	

<ul style="list-style-type: none"> ▪ Anti-doping program 	<ul style="list-style-type: none"> ▪ Provision of authoritative and expert evidence in racing related disciplinary and prosecution proceedings ▪ Provide high-level technical advice as required including for the prosecution or investigation of matters ▪ Develop and implement policies, procedures, rules and tactical plans to enhance GRV's anti-doping program ▪ Develop and implement education programs to foster industry reform and reduce participant breaches to prohibited substance rules ▪ Budget management 	
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KEY BUSINESS CONTACTS

EXTERNAL	INTERNAL
National and international regulatory bodies relevant to GRV, including committees and working groups	GRV Board, Executive and sub-committees
National and international analytical laboratories and research organisations	GM Integrity and Integrity Leadership Team
Veterinarians, their representative bodies and their regulatory bodies	Veterinary Services Team
The Racing Appeals And Disciplinary Board	GRV Integrity Council
Racing Clubs and industry participants	GRV Legal Services including General Counsel and Principal Solicitor
Ministers and departmental offices	GRV Stewards, Investigators and Authorised Officers
Other stakeholders including key welfare stakeholders including the RSPCA	GRV Staff and Contractors

PERSON SPECIFICATION	
EDUCATION/QUALIFICATION <i>necessary to meet position objectives</i>	
ESSENTIAL	DESIRABLE
Degree in Veterinary Science (or equivalent) registrable in Victoria and registration with the Veterinary Practitioners Registration Board of Victoria or the ability to get registered in Victoria.	
SKILLS/KNOWLEDGE <i>necessary to meet position objectives</i>	
ESSENTIAL	DESIRABLE
Demonstrated extensive practical experience as a Veterinarian including extensive experience in a regulatory environment.	Experience actively leading and participating in committees or working groups within the racing industry
Experience providing authoritative and expert evidence in racing related disciplinary and prosecution proceedings.	
Proven record developing and implementing strategy for setting of standard, operating procedures, and policies in veterinary services animal welfare and integrity with the racing industry.	
Demonstrated ability to identify, lead, deliver and influence the direction of greyhound related research including the publication and presentation of that research nationally and internationally.	
Demonstrated strategic management skills.	
Demonstrated ability to identify and evaluate risks within an organisation.	
Highly developed written and oral presentation skills, including effective communication skills across a diverse range of stakeholders.	
Drivers licence.	

ATTRIBUTES required to ensure satisfactory performance and cultural fit	
ESSENTIAL	DESIRABLE
Integrity and strong professional ethics	
Animal welfare focus	
Impartiality	
Accountability	
Respect	
Leadership	
Responsiveness	
Ability to Multi-task	
Self Motivated	
Lateral Thinker	
Human Rights	

EMPLOYMENT CONDITIONS

- Terms and Conditions of employment are per the current GRV/Agreement/Industrial Instrument.
- The GRV environment is a unique and challenging operational environment. It operates weekdays, weekends, day and night hours. GRV employees are bound by a number of regulatory Government requirements. In addition, all staff are required to abide by GRV policies including restricted gambling, greyhound ownership and the code of conduct for Victorian Public Sector Employees.
- All employment at GRV is subject to a satisfactory police check prior to commencement
- All employees at GRV are required to have the right to work in Australia.
- All employees are required to comply with WHS statutory obligations
- GRV is an EEO employer.

NAME: _____ DATE: ___/___/___

SIGNATURE: _____