



Position Title: Industry Veterinarian	Department: Greyhound Racing Integrity
<input checked="" type="checkbox"/> Change to Existing position	Date: July 2017
Reports To (Position): Chief Veterinarian	
Position that report to this position: N/A	
Name of Present incumbent (if applicable) N/A	

PRIMARY POURPOSE OF ROLE:		
<p>The responsibilities of this position will encompass (although not be strictly limited to):</p> <ul style="list-style-type: none"> • formulating and managing a systematic program of out-of-competition sampling for prohibited substances in greyhounds (within defined budgets); • conducting animal welfare visits in instances where welfare concerns warrant attendance; • professionally presenting evidence to inquiries and appeals conducted by GRV stewards, GRV RADB and VCAT; • random unannounced kennel visits to verify illness/injury to greyhounds scratched on raceday and to ensure the health and welfare of all greyhounds; • performing veterinary procedures at the racetrack where required. 		
SCOPE:		
<p>Greyhound Racing Victoria (GRV) is the statutory authority responsible for regulating, conducting and promoting greyhound racing in Victoria, a sport that annually generates around \$400 million in economic activity and over \$2 billion in wagering and directly involves over 15,000 people.</p> <p>GRV is committed to attracting, selecting and retaining the best calibre of people to achieve the highest level of performance and behavioural standards required for each position. This will help GRV to professionally regulate, conduct and promote greyhound racing and welfare in Victoria with integrity and care, and to ensure an engaging, ethical and sustainable sport.</p> <p>Our vision is "Victorian Greyhound Racing is a vibrant, entertaining and thriving sport with animal welfare at its heart</p> <p>The integrity of the greyhound and the welfare of the industry's number one stakeholder, the greyhound are significant components of the strategic objectives of GRV. The Industry Veterinarian will be primarily responsible for conducting out of competition tests – whether urine, blood, saliva or other approved method – to help maintain the integrity of the sport.</p>		
FREEDOM TO ACT/DECISION MAKING:		
<p>The Industry Veterinarian will be required to operate within existing budgets allocated to out-of-competition sampling.</p>		
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"> ▪ <i>Out-of-Competition Sampling</i> 	<ul style="list-style-type: none"> ▪ Conduct an out-of competition sampling program (throughout Victoria) 	<ul style="list-style-type: none"> ▪ Numbers and variety of out-of-competition samples to adhere to GRV Strategic Plan
<ul style="list-style-type: none"> ▪ <i>Animal Welfare Inspections</i> 	<ul style="list-style-type: none"> ▪ In conjunction with the Greyhound Welfare Department conduct animal welfare inspections (throughout Victoria) in instances where welfare concerns warrant attendance. 	<ul style="list-style-type: none"> ▪ These inspections and subsequent reporting is dealt with in a timely manner, utilising other GRV staff and outside agencies as required.
<p><i>Steward Inquiries, RADB/VCAT Hearings</i></p>	<ul style="list-style-type: none"> • Presenting evidence at formal inquiries conducted by GRV Stewards, RADB and VCAT (and other agencies if required) 	<ul style="list-style-type: none"> • Evidence presented in a consistent, clear and thorough manner
<p><i>Raceday scratching verification</i></p>	<ul style="list-style-type: none"> • Random veterinary examination of greyhounds scratched on raceday. 	<ul style="list-style-type: none"> • Number of visits in line with agreed targets, and examinations documented as required.
<p>Provide Veterinary Services to Racing Greyhounds</p>	<ul style="list-style-type: none"> • Vetting the greyhound to ensure that they are in a fit state to compete in the race or in future races. • Collection of raceday and out of competition swabbing samples. • Providing emergency care where required. • Ensure that any incidents are attended to timeously to minimise any discomfort to the greyhound. • Provide veterinary advice including the assessment and recommended actions for animal welfare or integrity issues identified by welfare compliance and integrity staff. • Identify welfare or integrity risks to management. • Assist in developing and implementing standards, operating procedures, rules and policies that protect animal welfare and integrity 	<ul style="list-style-type: none"> • Greyhounds are inspected to check that they are fit to race according to expert opinion and established procedures. • Samples are collected on greyhounds according to established procedures to maintain the integrity of the sport • Greyhounds are attended to quickly and treated appropriately to minimise any discomfort to the greyhound. • Improved welfare and integrity outcomes across the industry

OHS	<ul style="list-style-type: none"> • Maintain a safe working environment in your area of responsibility. • Ensure that OH&S principles and guidelines are adhered to. • Report any breach in OH&S. Document any hazard and make suggestions / recommendations for improvements. • Report accidents and injuries and near misses as per GRV Policy and Guidelines. • Provide and maintain so far as is practicable a working environment that is safe and without risk to health. • Take care of your own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. • Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and GRV policies and promote a working environment that is congruent with these guidelines. 	<ul style="list-style-type: none"> • Role model safe work practices ensuring adherence to OHS policy and procedures • Report incident/accident/hazard in the workplace in a timely manner • Actively Support and Promote OHS
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KEY BUSINESS CONTACTS	
EXTERNAL	INTERNAL
External Veterinarians	Chief Veterinarian
Industry Participants	Veterinary Services Team including other OTVs
Racing Clubs	GRV Integrity Team – Stewards, Investigations, Legal
Other Stakeholders	GRV Welfare Team
Welfare Groups	Other GRV staff and contractors

PERSON SPECIFICATION	
EDUCATION/QUALIFICATION <i>necessary to meet position objectives</i>	
ESSENTIAL	DESIRABLE
Degree in Veterinary Science (or equivalent) registerable 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
Effective time management and organisation	Contemporary knowledge of animal welfare matters
Well developed conflict resolution skills	Knowledge of the racing industry, particularly greyhound racing
Highly developed report writing skills	Knowledge of animal swabbing and prohibited substance detection
Highly developed communication skills both verbal and written	Experience in the treatment of racing greyhounds
Sound judgement/decision making	
Well developed computer application skills	
Demonstrated understanding of OHS procedures	
ATTRIBUTES <i>required to ensure satisfactory performance and cultural fit</i>	
ESSENTIAL	DESIRABLE
Integrity	Ability to Multi-task
Transparent	Self-Motivated
Collaborative	Lateral Thinker
Safety	Flexibility
Responsive	Capacity to travel throughout State at varied hours
Progressive	

EMPLOYMENT CONDITIONS

- Terms and Conditions of employment are per the current GRV 'Employee Enterprise Agreement'
- 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.
- A current Victorian Drivers License is required for this position

NAME: _____ DATE: ____/____/____

SIGNATURE: _____