



POSITION DESCRIPTION

Position Title: Industry Veterinarian

Department: Greyhound Racing Integrity Unit (GRIU)

New Position

Date: Oct 2019

Change to Existing Position

Reports to (position):

Chief Veterinarian

Positions that report to this position:

Nil

PRIMARY PURPOSE OF THE POSITION:

The role of the Industry Veterinarian is to provide regulatory veterinary services to the Victorian greyhound racing industry, and assist the Chief Veterinarian in implementing the strategic direction, and management of the provision of these veterinary services across the industry.

The responsibilities of this position will encompass (although not be strictly limited to):

- Act as an on-track veterinarian at greyhound race meetings throughout Victoria, independently, and in the best interests of the welfare of greyhounds including advising Stewards of their suitability to race and providing any necessary treatment.
- Provide timely and accurate advice to the Chief Veterinarian to guide the continuous improvement of the veterinary services team, including assisting in the efficient and effective management of the day-to-day functions of the veterinary services team.
- Assist in the conducting of a systematic program of out-of-competition sampling for prohibited substances in greyhounds (within defined budgets).
- Perform animal welfare visits and provide direction to Authorised Officers and participants to ensure the health and welfare of all greyhounds.
- Professionally present authoritative expert evidence to inquiries and appeals conducted including those conducted by GRV Stewards, the Victorian Racing Tribunal, Victorian Civil & Administrative Appeals Tribunal, and other courts or regulatory bodies.
- Contribute to the research and development of the organisation's policies and procedures regarding greyhound health and welfare.
- Contribute to research and analysis on specific issues towards the preparation of Board or sub-committee discussion papers or reports, and GRIU media releases or articles.
- Contribute to educational and training initiatives for industry participants.
- Develop and mentor GRIU staff to improve their understanding of animal welfare and related integrity matters.

The Industry Veterinarian will be required to perform these duties throughout the state of Victoria including performing duties at race meetings that will require after hours work, work on weekends, work on public holidays and overnight stays, shared across the veterinary services team.

SCOPE:

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.

Our vision is *“Victorian Greyhound Racing is a vibrant, entertaining and thriving sport with animal welfare at its heart”* and 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 achieve its mission *“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.”*

The integrity of the sport and the welfare of the industry’s number one stakeholder, the greyhound, are significant components of the strategic priorities of GRV. The Industry Veterinarian plays a pivotal role in ensuring the sport is conducted ethically through an effective regulatory environment that includes participant education and support, to drive positive animal welfare outcomes at all times.

FREEDOM TO ACT / DECISION MAKING

Exercise judgement and initiative in prioritising and resolving day-to-day issues in accordance with animal health and welfare requirements, GRV operational guidelines, GRV Rules of Racing and other policies or regulations.

Provide high quality, consistent veterinary services, ensures integrity, transparency and evidence-based best practice care.

Prepare high quality, independent veterinary reports, analyses, briefings and other forms of written advice as requested for the GRV Board, Integrity Council, Executive and Chief Steward.

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
<p><i>Provide and ensure best practice veterinary services to greyhounds racing in Victoria</i></p>	<p>Officiate as an experienced on-track veterinarian at greyhound race meetings throughout Victoria, independently, and in the best interests of the welfare of greyhounds including advising Stewards of each greyhound's suitability to race and providing any necessary treatment to ill or injured greyhounds timeously.</p> <p>Examine greyhounds following racing and advise Stewards of a suitable timeframe for them to next compete.</p> <p>Develop less experienced on-track veterinarians to lead continual improvement of the veterinary service team, and provide advice to the Chief Veterinarian to guide this.</p> <p>Assist in the developing and implementing of standards, operating procedures, educational material, rules and policies that protect animal welfare and integrity and improve industry compliance.</p> <p>Identify welfare or integrity risks to management and assist in mitigating these risks.</p>	<p>Greyhounds are inspected to check that they are fit to race according to expert opinion, the rules of racing and established procedures.</p> <p>Greyhounds are attended to quickly and treated appropriately to minimise any discomfort to the greyhound in accordance with best practice guidelines.</p> <p>Continual improvement in race day veterinary services.</p> <p>Frank and honest advice given, while modelling the highest standards of ethical behaviour and reinforcing the same in others.</p> <p>Internal and external stakeholders see you and the Veterinary Services Team as a key contact point for advice.</p> <p>Improved industry compliance.</p> <p>Improved welfare and integrity outcomes across the industry.</p>
<p><i>Animal Welfare Inspections</i></p>	<p>In conjunction with other Authorised Officers, conduct animal welfare inspections across Victoria at properties deemed high risk and concerns raised warrant attendance by a veterinarian.</p> <p>Conduct similar random visits to improve compliance and welfare outcomes.</p> <p>Educate, mentor and develop GRIU employees on animal welfare and integrity matters while in the field and during internal training sessions.</p> <p>Provide veterinary advice on the assessment and recommended actions for welfare or integrity issues identified and expert reports.</p>	<p>Inspections and subsequent reporting is dealt with in a timely manner.</p> <p>Advice and any reports provided are in accordance with the expectations of GRV and that expected of any reasonable veterinary practitioner.</p> <p>Number of inspections in line with agreed targets and veterinary services team recognised and respected while performing duties in the field by internal and external stakeholders.</p> <p>Improved welfare and integrity outcomes across the industry.</p>

<p><i>Anti-doping control</i></p>	<p>Collection of race day and out of competition samples according to policy. Supervise and assess persons authorised to collect non-blood samples from greyhounds.</p> <p>Assist in the implementation of the annual program of out-of-competition sampling according to established budgets to enhance GRV's anti-doping program.</p> <p>Assist the Chief Veterinarian in the annual review of the Prohibited Substance Control Policy and reporting to Board, sub-committees.</p> <p>Assist in the developing and implementing of education programs to foster industry reform and reduce participant breaches to prohibited substance rules.</p>	<p>Samples are collected on greyhounds according to established procedures to maintain the integrity of the sport.</p> <p>Numbers and variety of out-of-competition samples adhere to GRV Prohibited Substance Control Policy and collected in accordance with established procedures.</p> <p>Annual review is conducted and accepted recommendations of audit are managed to implementation, and quality reports provided to Integrity Council and Board timeously.</p> <p>Improved industry compliance.</p> <p>Improved welfare and integrity outcomes across the industry.</p>
<p><i>Steward Inquiries, VRT, VCAT, or other court disciplinary hearings</i></p>	<p>Presenting evidence at disciplinary hearings conducted by GRV Stewards, the Victorian Racing Tribunal, Victorian Civil & Administrative Appeals Tribunal, and other courts or regulatory bodies.</p>	<p>Evidence is presented within agreed timeframes and is consistent, clear, understood, thorough, and within your area of expertise. Your evidence withstands legal challenge and is accepted by decision makers.</p>
<p><i>Research</i></p>	<p>Assist the development and implementation of research that improves animal welfare and integrity in the greyhound racing industry.</p> <p>Identify and address issues and potential problems to research and assist in the analysis of information to make evidence based recommendations that solves problems or mitigates risks.</p> <p>Implement successful research and foster industry reform through education, rules or policies.</p> <p>Contribute to the development of</p>	<p>Research is developed, implemented, analysed and translated into successful industry welfare and integrity outcomes.</p> <p>Deliver research outcomes through publication and presentation.</p> <p>Reports and discussion papers can be presented to the Board and Executive with minimal review and they contain meaningful analysis supported by sound judgement.</p> <p>Provides solutions and thinks strategically.</p>

	GRV's greyhound health and welfare policies and procedures.	Improved welfare and integrity outcomes across the industry.
OHS/WHS	<p>Maintain a safe working environment in your area of responsibility.</p> <p>Ensure that OH&S principles and guidelines are adhered to.</p> <p>Report any breach in OH&S. Document any hazard and make suggestions / recommendations for improvements.</p> <p>Report accidents and injuries and near misses as per GRV Policy and Guidelines.</p> <p>Provide and maintain so far as is practicable a working environment that is safe and without risk to health.</p> <p>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.</p> <p>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.</p>	<p>Role model safe work practices ensuring adherence to OHS policy and procedures.</p> <p>Report incident/accident/hazard in the workplace in a timely manner.</p> <p>Actively Support and Promote OHS.</p>

KEY BUSINESS CONTACTS	
EXTERNAL	INTERNAL
External Veterinarians, their representative bodies and their regulatory bodies	Chief Veterinarian
Racing Clubs, Industry Participants and their representative bodies	Veterinary Services Team including contractors acting as GRV On-Track Veterinarians
Other Australian racing jurisdictions, controlling bodies, law enforcement agencies, and regulatory bodies relevant to the role	Greyhound Racing Integrity Unit Leadership Team including the Chief Steward, Integrity Operations Manager, Managing Principle Lawyer and other Authorised Officers and staff
Animal welfare stakeholder groups	GRV Welfare & Re-homing Department and other animal welfare policy development staff
Other Stakeholders	Other GRV staff and contractors

PERSON SPECIFICATION	
EDUCATION/QUALIFICATIONS <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	Further professional development in a relevant veterinary science or animal welfare field
SKILLS/KNOWLEDGE <i>necessary to meet position objectives</i>	
ESSENTIAL	DESIRABLE
Demonstrated practical experience as a Veterinarian (minimum of two years preferred)	Experience in the treatment of racing greyhounds or demonstrated interest in orthopaedic and musculoskeletal conditions or sports medicine
Demonstrated time management and organisation including proven initiative and the ability to effectively prioritise work, with minimal guidance and meet agreed timelines.	Knowledge of the applicable rules, policies and procedures related to racing including understanding of prohibited substances and animal welfare requirements in animal sports
Highly developed report writing skills and computer application skills	Experience operating in a regulatory environment
Highly developed ability to build relationships to work collaboratively to achieve beneficial outcomes with minimal conflict	Demonstrated contemporary research and analysis skills or evidence based policy development skills
Advanced ability to think and solve problems exercising sound judgement and decision making	Demonstrated experience providing expert veterinary reports or witness statements and providing associated evidence in legal proceedings
Highly developed communication skills and capability to effectively communicate to a diverse range of stakeholders	
Strong understanding of contemporary veterinary science/animal welfare practices and their application within a racing context	
ATTRIBUTES <i>required to ensure satisfactory performance and cultural fit</i>	
ESSENTIAL	DESIRABLE
Act with integrity and display strong professional ethics and commitment to animal welfare	Flexibility
Resilience and Courage	Capacity to travel throughout state at varied hours
Transparent	
Accountability	
Respect	
Leadership and Collaboration	
Progressive	
Responsive	
Initiative and the ability to multi-task	

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.
- Current registration (or the ability to get registered) with the Veterinary Practitioners Registration Board of Victoria is required for this position.

SIGNATURE: _____ DATE: ___/___/___

NAME: _____