



# Position Description

**Position title:** Industry Veterinarian

**Effective Date:** January 2021

**Department:** Greyhound Racing Integrity Unit (GRIU)

**Reports To (Position):** Chief Veterinarian

**Function/s that report to this position:** Nil

**Name of incumbent (if applicable):**

## ORGANISATIONAL OVERVIEW

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 \$3 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”. The integrity of the sport and the welfare of greyhounds are both significant components of the strategic objectives of Greyhound racing Victoria (GRV).

## PRIMARY PURPOSE OF ROLE (RESPONSIBILITY)

The GRIU Veterinary Services team is key in upholding the integrity of the industry through ensuring transparent and fair conduct of racing. GRV Veterinarians are responsible for race meetings being conducted in accordance with the Rules of Racing and GRV policies and guidelines for participants.

The GRV Veterinarians have two key responsibilities:

1. ensuring that all greyhounds are fit to compete at the race meetings
2. working with the Integrity Operations team in conducting kennel visits to assess animal welfare concerns.

## FREEDOM TO ACT / DECISION MAKING (ACCOUNTABILITY)

This role works according to the policies and procedures applicable to GRV employees.

The role applies the Victorian and Australian Rules of Racing and the Office of the Racing Commissioner’s Standard Code of Practice and specific GRV policies and guidelines applicable to industry participants (registered persons). It operates within the Veterinary Practitioners registration Board Guide to Professional Conduct.

The Veterinarian is accountable for the decision on whether a dog is fit to race on the day.

No direct budget accountability.

## KEY WORKING RELATIONSHIPS

EXTERNAL	INTERNAL
GCV Club Managers and race day employees	GRV Veterinary Services team including contract race day veterinarians
Registered persons – owners, trainers, catchers, attendants	All members of the GRIU Stewards Panel
External veterinary clinics	GRIU Integrity Operations team
Welfare groups	GRV Welfare team

KEY RESULT AREA	ACCOUNTABILITY / ACTIVITY:	KEY PERFORMANCE INDICATOR
<b>Race day</b>	<ul style="list-style-type: none"> <li>• Assess nominated greyhounds to ensure they are in a fit state to compete               <ul style="list-style-type: none"> <li>○ Complete relevant activities as required by the race meeting Chair, including taking samples/swabs from greyhounds</li> </ul> </li> <li>• Conduct random examination of greyhounds scratched on race day</li> <li>• Provide emergency care when required</li> <li>• Attend to incidents involving injury promptly to minimise any discomfort to the dog</li> <li>• Identify and report dog welfare concerns to the race day Chair.</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting conducted transparently and fairly in line with the Rules of Racing</li> <li>• Safety and welfare outcomes for the greyhounds.</li> </ul>
<b>Participant adherence to the Rules of Racing</b>	<ul style="list-style-type: none"> <li>• Conduct out of competition sampling as programmed</li> <li>• Assist the Integrity Operations team with conducting kennel visits to assess animal welfare concerns</li> <li>• Assist Investigative Stewards and race day Panel Stewards in preparing reports and presenting evidence to VRT enquiries and VCAT appeals, and other courts or regulatory bodies</li> <li>• Provide veterinary expertise and as appropriate on identified animal welfare issues</li> <li>• Assist in identifying welfare or integrity risks and determining mitigation strategies and actions.</li> </ul>	<ul style="list-style-type: none"> <li>• Security and chain of custody of samples not compromised</li> <li>• Completeness and success of investigations and enquiries.</li> </ul>
<b>Education and research</b>	<ul style="list-style-type: none"> <li>• Contribute to the development and delivery of educational materials for GRV employees and industry participants</li> <li>• Provide on the job coaching in welfare and integrity matters to GRV race day teams</li> <li>• Assist with literature reviews and analysis for the development of reports and discussion papers on contemporary practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Internal and external customer feedback.</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>• Attend race meetings as rostered - the role requires flexible working with a combination of day, afternoon, evening and weekend shifts determined by the GRV race meeting schedule.</li> <li>• Regularly attend and actively contribute to team meetings</li> <li>• Actively contribute to the ongoing initiatives across the Integrity function, including the review and implementation of standards, policies, work methods</li> <li>• Undertake any other reasonable tasks as directed by the Chief Veterinarian.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuous improvement outcomes</li> <li>• Internal and external customer feedback.</li> </ul>
<b>Compliance</b>	<ul style="list-style-type: none"> <li>• Ensure knowledge of relevant policies, procedures, guidelines and work methods is actively maintained</li> <li>• Complete all mandatory and scheduled training as requested.</li> </ul>	<ul style="list-style-type: none"> <li>• Met government standards</li> <li>• Departmental policy sign-off and mandated training up to date.</li> </ul>
<b>Safety and wellbeing</b>	<p>As an employee:</p> <ul style="list-style-type: none"> <li>• Take care of your own health, safety and wellbeing and that of any other person who may be affected by your actions or omissions in the workplace</li> <li>• Understand responsibilities and accountabilities of yourself and others in accordance with OH&amp;S legislation and GRV policies</li> <li>• Promote an open and active safety management and wellbeing culture</li> <li>• Maintain a safe working environment within your area of responsibility.</li> </ul>	<ul style="list-style-type: none"> <li>• Role model safe work practices at all times</li> <li>• Actively support and promote safety and wellbeing</li> <li>• Incidents, accidents and hazards reported as soon as possible.</li> </ul>

<b>PERSON SPECIFICATION</b>
<b>Education/Qualifications and Experience</b>
<ul style="list-style-type: none"> <li>• Current Victorian driver licence</li> <li>• Current certification in providing first aid including CPR</li> <li>• Degree in Veterinary Science (or equivalent)</li> <li>• Registration with the Veterinary Practitioners Registration Board of Victoria (or eligibility).</li> </ul>
<b>Skills, Knowledge and Attributes</b>
<p><b>Personal Attributes:</b></p> <ul style="list-style-type: none"> <li>• Strong appreciation of rules and regulations and an affinity for compliance</li> <li>• Ability to maintain professional independence under pressure</li> <li>• Confidence to make and/or support and implement decisions even when it may be unpopular</li> <li>• Proven collaborative team player</li> <li>• Strong attention to detail with advanced organisational, time management and prioritisation skills</li> <li>• The ability to travel intrastate with overnight stays.</li> </ul>
<p><b>Knowledge and Experience:</b></p> <ul style="list-style-type: none"> <li>• At least one years' of experience in veterinary practice</li> <li>• Contemporary knowledge of animal welfare matters</li> <li>• Knowledge and understanding of greyhound or other animal racing (desirable)</li> <li>• Knowledge of animal swabbing and prohibited substance detection (desirable)</li> <li>• Demonstrated experience in facilitating difficult situations to achieve positive outcomes</li> <li>• Sound understanding of workplace safety and wellness obligations and responsibilities.</li> </ul>
<p><b>Skills:</b></p> <ul style="list-style-type: none"> <li>• Ability to guide application of rules and regulations in challenging circumstances</li> <li>• Demonstrated skills in stakeholder management</li> <li>• Strong problem solving capability</li> <li>• Sound, professional level written and oral communication and presentation skills are essential</li> <li>• Proficient in MS Office tools and GRV systems including Fast Track.</li> </ul>
<b>Inclusion, Diversity &amp; Belonging Statement</b>
<p>Greyhound Racing Victoria (GRV) is committed to building a workplace that not only respects but embraces difference and sees diversity as an essential part of our success. GRV is an organisation that is driven by values and strives for a culture of inclusion where all people feel respected, valued, listened to, inspired and that they belong.</p>

Position description accepted by:

**NAME:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_