Role Profile

**ECZM Resident Veterinary Surgeon**

Reports to Head of Veterinary Services

PURPOSE

To provide Veterinary Surgeon services across RZSS, and where appropriate oversee the work of other colleagues, contributing to the definition and development of appropriate strategies, plans and policies in support of RZSS’ vision and mission and contributing to maintaining a high standard of medical care for the animals held by the RZSS.

SCOPE

* Veterinary surgeon activities across the RZSS, with most clinical work located at Edinburgh Zoo.
* No direct line-management responsibilities but may direct work and mentor others where appropriate.
* May be tasked with responsibility of a defined project with a specified budget.
* Contributing to mentoring undergraduate veterinary students from Glasgow and Edinburgh universities.
* Responsible for participating in a 24/7, 365-day emergency on-call provision for animals held at EZ.
* Member of the RZSS gun team; firearms and shotgun license holder.
* Complete residency training as set out in the European College of Zoological Medicine Zoo Health Management guidelines.
* Has no management responsibility
* Operates as a competent professional with some supervision
* Plans own work to meet given objectives
* This role has some limited autonomy and incumbents are able to make some decisions within the scope of their role
* Advises on their narrow area of expertise

RESPONSIBILITIES

* Deliver a full range of the veterinary services across RZSS aligned to RZSS strategic plans, collaborating with other departments as necessary, ensuring they are delivered to the required standards and within budget.
* Contribute knowledge & veterinary expertise to assist the Living Collections managers in the development of strategic plans and policies.
* Occasionally oversee the work of other colleagues including undergraduate veterinary students, working within HR policy guidelines, to give appropriate advice, guidance and direction to ensure work is completed in an efficient, professional and timely manner.
* Manage the integrity of the veterinary data held in the ZIMS database.
* Responsible for ensuring your own and others safety when dealing with noxious substances, ionizing radiation, and controlled drugs.
* Take an active role, as required, on behalf of the RZSS in national and international zoo representative forums for the benefit of the RZSS e.g. ECZM, EAZA, BIAZA.
* Take an active role, as required, in internal stakeholder groups such as the Nutrition Working Group.
* Demonstrate commitment to your continuous personal development e.g. enrol, study towards and present for examination to the ECZM (Zoo Health Management) Diploma exams at the earliest opportunity.
* Carry out the work expected of an ECZM (Zoo Health Management) Resident veterinary surgeon as laid down in the guidelines of the ECZM for a minimum period of 2.5 years in order to qualify for entrance to the DipECZM (Zoo Health Management) examinations.
* Adhere to the RCVS Professional Code of Conduct
* Performs a wide variety of complex technical or professional work activities in a variety of contexts
* Contributes to the work of the veterinary team in maintaining high standards and using latest techniques and information available through peer-reviewed, evidence-based sources including understanding, and where useful, utilizing emerging technology
* Due to experience gained may provide guidance to & resolve issues raised by less experienced colleagues
* Engage with the Society’s appraisal system, and demonstrate commitment to our values, behaviours and your continuous personal development.
* Ensure compliance with RZSS’s policies, procedures and guidelines, together with all relevant regulatory and statutory requirements.
* Perform other reasonable duties and/or projects as directed by your Manager.

KNOWLEDGE, SKILLS AND EXPERIENCE

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **KNOWLEDGE** |
| Up-to-date knowledge of current veterinary zoological techniques and best practice | √ |  |
| A current Member/Fellow of the Royal College of Veterinary Surgeons | √ |  |
| RCVS Advanced practitioner in zoological medicine or equivalent |  | √ |
| **SKILLS** |
| Good written and Oral communication skills | √ |  |
| Working knowledge of Microsoft office suite | √ |  |
| Full driving licence | √ |  |
| Working knowledge of ZIMS |  | √ |
| Knowledge and understanding of zoological legislation and best practice |  | √ |
| Firearms and shotgun licence |  | √ |
| **EXPERIENCE** |
| Demonstrate at least 2 years’ post-graduate experience in veterinary medicine | √ |  |
| Wide experience in the practice of veterinary medicine in zoological species | √ |  |
| Recognised as an advanced veterinary practitioner in zoological medicine by the RCVS |  | √ |
| Membership of other relevant zoological societies |  | √ |
| A track record of publications and presentations at recognised National or International conferences |  | √ |

BEHAVIOURAL COMPETENCIES

|  |  |  |  |
| --- | --- | --- | --- |
| **Competency** | **Level** | **Essential** | **Desirable** |
| Planning & Organising | Plan and manage your own and occasionally others’ work | √ |  |
| Team Working | Build team spirit and seek to work in conjunction with other teams | √ |  |
| Communicating | Communicate constructively to build good relations with colleagues both within the team and across RZSS | √ |  |
| Embracing Change | Drive and support continuous improvements in the team | √ |  |
| Gathering Information | Gather and manage information relevant to the team’s operations | √ |  |
| Thinking Big Picture | Develop longer term plans for the team in support of RZSS strategy  | √ |  |