

## Principal Veterinarian (Pathology)

Classification: PO5

Working within the Animal Biosecurity and Welfare Program, you will be part of the Biosecurity Sciences Laboratory (BSL) providing world-class diagnostic and surveillance testing for animal pests and diseases to meet the biosecurity needs of Queensland. BSL is a NATA-accredited laboratory for animal health testing and complies with the requirements of ISO/IEC 17025. Your role will be to contribute professional scientific expertise and general management skills to lead a team of veterinary pathologists conducting diagnostic services.

Employment type	Permanent flexible full-time
Salary per annum	\$115,314 - \$123,480
Location	Health and Food Science Precinct, Coopers Plains
Business group	Animal Biosecurity & Welfare, Biosecurity Queensland
Closing date	Wednesday, 4 May 2022
Contact for further information	Louise Jackson, Manager, BSL on Ph: (07) 3708 8762
Job ad reference no.	QLD/415941/22
How to apply	Please follow the instructions under "How to apply" section below

### Benefits of working for us

- The Department of Agriculture and Fisheries (DAF) leads the Queensland Government's response to natural disasters and biosecurity incursions that may impact our agricultural industries and our community. As a DAF employee you will have a chance to support biosecurity and disaster response activities. In doing so, you will have opportunities to apply your everyday role skills in a response environment, learn new skills, build networks and [make Queensland better through what you do](#).
- A department that supports [diversity and inclusion](#), irrespective of gender, ethnicity, generation, sexual orientation or disability.
- A supportive, ethical and respectful workplace culture where violence and harassment in any form is not tolerated
- An employer who values safety and wellbeing and places a high level of importance on our shared responsibilities for consultation about work health and safety
- Flexible working options
- Rewards and recognition programs
- Great [superannuation](#) and salary sacrificing options
- World-class laboratory and facilities

## What we do

The Department of Agriculture and Fisheries (DAF) promotes profitable agriculture, fisheries and forestry industries for Queensland. DAF employs over 2000 people in areas including policy development, leading-edge science, biosecurity, fisheries, forestry management, trade and export.

With officers located across the state, Biosecurity Queensland works to mitigate the risks and impacts of animal and plant pests and diseases and weeds to the economy, the environment, social amenity and human health. Queensland deals with more biosecurity incursions than any other state or territory in Australia. Biosecurity Queensland's contribution includes prevention activities and building broader awareness and capabilities across Queensland as defined within the [Queensland Biosecurity Strategy](#).

Within Biosecurity Queensland, our staff work together through four operational programs and two supporting programs to help mitigate biosecurity risks, uphold standards for animal welfare and agricultural chemical use and lead the overall DAF response to biosecurity emergency incidents.

### Operational programs

- Animal Biosecurity and Welfare
- Invasive Plants and Animals
- Plant Biosecurity and Product Integrity
- National Red Imported Fire Ant Eradication Program

### Supporting programs

- Business Services
- Strategy and Legislation

Further information about what you can do as a DAF employee is available on our [website](#) and [social media accounts](#).

## Key tasks and responsibilities of the role (your contribution)

- Apply knowledge and specialist skills in veterinary pathology to facilitate the efficient delivery of veterinary diagnostic, including:
  - surveillance for, diagnosis of and response to exotic disease incursions, emerging diseases, residue issues, zoonoses and endemic diseases of animals
  - case management, performing gross and microscopic pathological examination of animal tissues, interpreting laboratory results and providing comprehensive reports to internal and external stakeholders
  - rigorous information analysis and interpretation of diagnostic and surveillance data to inform policy matters, development of internal strategies and to support Qld and national animal health monitoring and market outcomes.
- Lead a specialised team of veterinary pathologists to ensure the provision of complex, leading-edge diagnostic and surveillance testing, including:
  - being directly responsible for managing a team of staff including associated corporate governance compliance and people management duties (HR policy, WHS management, recruitment, leave, timesheets etc)
  - manage own and teamwork priorities to ensure assigned tasks are undertaken effectively and efficiently, and to ensure compliance with NATA ISO:17025 accreditation standards and other relevant regulations
  - model professional excellence, share knowledge via mentoring, and nurture a positive team culture by fostering individual contribution, team performance and continuous improvement.
- Support effective working relationships with relevant external stakeholders at the national, state and local level to promote and improve stakeholder engagement by:

- representation at stakeholder meetings and on state or national committees and working groups
- work closely with private and government veterinarians and other clients to consistently understand and meet their needs, thereby maintaining a high level of customer service
- proactively and effectively communicate and collaborate with other laboratory staff to improve team performance, actively resolve problems and address scientific challenges, and support other areas of the laboratory at the request of the Manager.
- Through participation in an active professional development program:
  - develop and maintain an expert, contemporary awareness and understanding of trends and developments in livestock, wildlife and aquatic animal disease and diagnostic techniques
  - contribute to national and international professional bodies and associated networks, and publish in relevant veterinary journals.

## Key capabilities required to fulfil the role (what we are looking for)

Appointments in the public sector are merit-based and will be assessed by looking at what you have done previously – the experiences that have enabled you to develop and demonstrate your capabilities (how you have applied your knowledge and skills), your potential for development and your personal qualities.

While we're deciding if you're the right person for the job, you'll be assessed on the following **key capabilities** that relate to the above key tasks and responsibilities:

- ***Achieves quality results***
  - Demonstrates personal integrity and commitment through effective planning and diligent management of available resources and work effort to deliver business priorities in accordance with endorsed business processes and standards.
- ***Applies, maintains and builds specialist expertise***
  - Applies specialist techniques and knowledge to their role and takes action to develop and maintain their expertise.
- ***Communicates clearly and effectively***
  - Communicates clearly and respectfully, adapting their style to the audience while maintaining the integrity of the message and negotiates persuasively to achieve mutually beneficial outcomes.
- ***Engages stakeholders and fosters stakeholders' capability***
  - Actively engages internal and external stakeholders while discharging their role, using these opportunities to encourage both alignment with Qld's biosecurity strategy and to build stakeholders' capability.
- ***Shapes and supports strategic thinking***
  - Thinking and decision-making is evidence-based, reflects the organisation's operating context and considers current and emerging issues and opportunities to improve outcomes
- ***Undertakes data and intelligence analysis / investigations***
  - Secures and uses relevant and sufficient information to enable informed decision-making by, for instance, framing appropriate questions, creating appropriate data queries, developing data models and/or suitable investigation pathways and seeking out additional data sources where necessary.

## You must have

- A degree in Veterinary Science obtained from an Australian university or recognised equivalent.
- Current or eligible registration with the Queensland Veterinary Surgeons Board.
- Post-graduate qualification in pathology or ANZCVS membership.
- Vaccination or immunity to Rabies Virus and Q Fever will be required. Commitment to obtain vaccination or evidence of prior vaccination will be required prior to starting with Biosecurity Queensland.
- Willingness and availability to participate in an on-call roster and out-of-hours work related to emergency animal diseases.

## Mandatory requirement

It is a mandatory condition of employment to be and remain fully vaccinated against COVID-19, as per the Department of Agriculture and Fisheries COVID-19 Vaccination Policy. Accordingly, the successful applicant will be required to comply with departmental policy on vaccination requirements prior to commencing with the department.

If you have a recognised medical contraindication to COVID-19 vaccines, please speak with the contact officer to discuss your circumstances and available options.

## You might also have

- Experience in leading a team of scientific or technical staff would be highly regarded
- Current unrestricted 'C' (car) class Driver's Licence.

## How to apply

To apply for this position, you must provide:

- your current resume detailing your previous work or voluntary experience; **and**
- a brief statement telling us why you are interested in this role. This is your opportunity to tell us about yourself and what you'll bring to the role by describing activities from your previous experience that demonstrate your suitability for the role, with particular reference to the key capabilities. This statement must be no longer than two pages.

If shortlisted for the position, you will be asked to provide details of two referees who have personally observed you displaying the key capabilities required for this role.

## Submit your application

- Applying online through the Smart jobs and careers website [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) is the preferred means to submit an application. To do this, access the 'apply online' facility on the Smart jobs and careers website. You will need to create a 'My SmartJob' account before submitting your online application.  
By applying online you can track your application through the process, maintain your personal details through registration and withdraw your application if required.

- If you experience any technical difficulties when accessing [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.
- If you do not have internet access and are unable to submit your application online please contact the QSS Customer Support Team on 1300 146 370, between 9am to 5pm Monday to Friday, to enquire about alternative arrangements.
- Late applications cannot be submitted via the Smart jobs and careers website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the QSS Customer Support Team on the number above to arrange this.
- **Hand delivered applications will not be accepted.**

## Additional information

- A three (3) month probationary period may apply to successful candidates.
- As the position may be required to participate in emergency responses, the successful candidate will be required to undertake training to enable them to apply their everyday work capabilities within a disaster or biosecurity response environment.
- Candidates may be subject to a criminal history or probity check during the selection process.
- The recommended applicant will be required to disclose any previous serious disciplinary action.
- Newly appointed public service employees are obliged to disclose within one month of starting duty, a disclosure of employment as a lobbyist in the previous two years.
- Applications may remain current for 12 months and may be considered for other vacancies.