



Job Description



Job Title:	Senior Clinician
Department/Team:	Field Operations/Animal Operations
Location:	Wildlife Centres/Animal Centres/Hospitals
Line Manager's Title:	Hospital Director/Centre Manager/Veterinary Officer

1. Overall Job Purpose

To effectively lead the clinical decision making of the hospital team with protocols developed in conjunction with the Hospital director.

Line management of the veterinary team where appropriate.

To deputise for the Hospital Director on all clinical matters e.g. referral acceptances & supervision of the veterinary team, and more general management matters. The post holder is also required to deal with veterinary surgeons' queries as first line of advice.

At a Hospital senior clinicians have delegated responsibility in terms of running the surgery.

2. Structure

See Establishment Structure Charts.

3. Key Tasks/Job Description

- Line management of up to 9 vet officers (depending on location). Including 1:1's, appraisals, performance reviews, authorise annual leave requests & lieu requests. Perform probation assessments 2m, 3m & 6m appraisals.
- Clinical lead to enhance patient care and result in positive patient outcome. The Senior Clinician provides clinical guidance to veterinary officers, vet nurses & hospital manager. Over all veterinary care of animal and wildlife animals in conjunction with hospital director in hospitals.
- Recruitment of veterinary officers in conjunction with hospital director (perform probation assessments 2m, 3m & 6m appraisals).

- Responsible for day to day running of clinical side of hospital ie planning daily, night and weekend rota, delegate clinical workload as necessary. Authorise holiday requests, record and book lieu time.
- Participate in clinical work on the veterinary officer rota at a frequency that is necessary for hospital operational needs including out of hours as appropriate.
- Give advice to veterinary surgeons, centre staff, RSPCA Inspectors/AWO's/ACO's and members of the public about wildlife casualties/animals including specific cases and accept referrals when necessary.
- Develop training programmes and deliver training and assessment to other staff including vets, inspectors, wildlife/animal care and assistants, (for example in standard procedures, first aid techniques, administration of medication, rehabilitation protocols, and euthanasia). Student teaching responsibility and assessment e.g. Vaccine clinic, spay and castration clinics, off site clinics.
- Responsible for coaching and mentoring vet team. Create clear and effective two way communication in the veterinary team, ensuring all team members are kept up to date and are involved with RSPCA activity and performance. Ensure veterinary officers keep up to 35 hour minimum training requirements for MRCVS membership.
- Authorising small budget clinical purchase changes, ie orthopedic equipment, drug changes. Ensure Cpd courses applied for are within budget.
- Monitoring and auditing controlled drugs ie morphine, ketamine, pentobarbitone.
- Participate in public relations, media activities and fundraising as assigned by the centre manager/ hospital director as appropriate.
- Involvement in legal cases such as animal cruelty and wildlife crime, including court attendance as expert witness if required, in coordination with inspectorate and/or police.
- Acting as an advocate for case animal welfare.
- Coordinating case animal treatment alongside branches, inspectorate, region, private vets.
- Management of the veterinary triage system, implementing protocols, responding to feedback, extensive coordination with inspectorate and region.
- Case animal statements and site visits. Court duties
- To make final decisions regarding, and implement, RSPCA euthanasia policy.

While at work all staff are required to:

- Adhere to the Society's charitable objectives which are to promote kindness and prevent cruelty to animals.
- Understand and comply with the Society Code of Conduct.
- Take care of their own health and safety and that of others who may be affected by their acts and omissions.
- Co-operate with Society policies and procedures.

In addition to your normal duties, you may occasionally be required to undertake such other

reasonable duties as necessary to meet the needs of the Society.

4. Person Specification

Please see person specification attached (appendix A)

This job description is a statement of the job content required as of December 2017. It should not be seen as precluding future changes.

Appendix A

PERSON SPECIFICATION

Senior Clinician

	ESSENTIAL	DESIRABLE
PROFESSIONAL AND/OR TECHNICAL QUALIFICATIONS	<p>Veterinary surgeon registered with RCVS.</p> <p>Member of Royal College of Veterinary Surgeons.</p> <p>35 hours CPD per annum to maintain RCVS registration.</p> <p>East Winch: Recognised postgraduate qualification (eg CertZooMed or MSc in wild animal health).</p>	Any medical or surgical postgraduate qualification.
EXPERIENCE	Extensive post graduate clinical experience.	
SKILLS AND COMPETENCIES	Good communication skills (written and oral).	Experience of using Veterinary software packages e.g. Jupiter/AT systems

	<p>Ability to work under pressure.</p> <p>Ability to manage own time effectively.</p> <p>Ability to make sound clinical and policy decisions independently.</p>	
PERSONAL QUALITIES	<p>Good standard of presentation.</p> <p>Professional approach to veterinary care and clinic practice.</p> <p>A conscientious approach to work.</p> <p>Ability to take leadership responsibility as and when required.</p>	
SPECIAL CIRCUMSTANCES (if any)	<p>Able to work a variety of hours and shifts.</p> <p>Sympathetic to the aims of the RSPCA.</p>	