



Job Description



Job Title: Veterinary Surgeon
Department/Team: Field Operations, Animal Operations
Location: Animal Hospitals, Wildlife Centres & Animal Centres
Line Manager's Title: Animal and Wildlife Centre Manager

1. Overall Job Purpose

To medically and surgically assess and treat animals presented at RSPCA premises in accordance to the standards and policies laid down by the RSPCA and RCVS.

2. Structure

See Establishment Structure Charts

3. Key Tasks/Job Description

- To perform consultation and medical treatment of animals according to RCVS standards as a qualified member of the Royal College of Veterinary Surgeons
- To make decisions on and undertake a wide range of surgical operations and procedures. This requires competence and experience across veterinary disciplines, including soft tissue surgery, orthopaedic surgery, cardiology, ophthalmology, diagnostic imaging, clinical pathology and shelter medicine.
- To undertake on a roster basis emergency and out of hours qualified veterinary cover where the post holder will be in sole charge.
- To promote animal welfare through client education and preventative medicine in accordance with RSPCA policy especially during consultation sessions.
- To implement RSPCA euthanasia policy with respect to stray and wild animals.
- To undertake any other duties as may be directed from time to time by the Hospital Director, or Senior Clinician.
- To undertake overall responsibility for animals within care in regards to animal welfare and veterinary treatment
- To implement RSPCA policies in regards to the re-homability of stray animals including decision making on individual cases.
- To contribute to the development of RSPCA veterinary protocols.
- Identify and co-ordinate research projects, and provide support and advice to other RSPCA staff that are co-ordinating research projects. Part of the RSPCA Project Review Group. Collate and analyse data and prepare papers on veterinary work for publication.

- To undertake continuing professional and personal development associated with the role, in accordance with RCVS guidelines of 35 hours per year.
- To take part in PR and media activities as assigned by the Manager
- Training of Centre staff in standard procedures and protocols
- Surgeons are required to be directly responsible for supply and usage and recording of all POM drugs held and used at the centre (**Animal and Wildlife Centres only**).
- Improve rehabilitation techniques and skills through in-house protocol workshops (**Wildlife Centres Only**).
- Perform Post Mortem examinations and lab work as required in accordance with RSPCA agreed protocols, for animals in Stapeley care and for others within the regions or as agreed with Management (**Wildlife Centres Only**).
- Examine and report on cruelty cases, including court attendance if required, involving wildlife presented by the Society's Inspectorate or by the Police Service (**Wildlife Centres Only**).

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 April 2018. It should not be seen as precluding future changes.

PERSON SPECIFICATION**Veterinary Surgeon & Veterinary Graduate**

	ESSENTIAL	DESIRABLE
PROFESSIONAL AND/OR TECHNICAL QUALIFICATIONS	Postgraduate level or equivalent. Member of Royal College of Veterinary Surgeons.	
EXPERIENCE	Ideally 1 or more years post qualification experience in Companion Animal Medicine.	Ideally some experience in the charity sector.
SKILLS AND COMPETENCIES	Good communication skills (both written and oral). Ability to perform routine consultations in 10 minutes or less and routine surgeries quickly and safely. Ability to be sensitive to the financial constraints of owners in the treatment of their animals. Ability to work well under pressure.	Experienced in using Veterinary software packages such as Jupiter/AT Systems.
PERSONAL QUALITIES	Good standard of personal presentation. Professional approach to veterinary care and clinic practice. Ability to manage own time effectively.	
SPECIAL CIRCUMSTANCES (if any)	Ability to work a variety of hours and shifts. Sympathetic to the aims of the RSPCA	