Veterinarian

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| **Employment type** | Permanent – full-time |
| **Classification level** | PO3 |
| **Salary per annum** | $94,552 - $103,029  |
| **Primary location** | Tick Fever Centre, Wacol  |
| **Business group** | Biosecurity Qld, Animal Biosecurity and Welfare |
| **Closing date** | Friday, 10 May 2024  |
| **Contact person** | Sarah Rothwell – Ph: 07-3270 9661 |
| **Job ad reference number** | QLD/559496/24 |
| **Leadership stream** | Individual Contributor |

Who we are

For more than a century, the Department of Agriculture and Fisheries has played a vital role in enabling the production and protection of food and fibre for Queenslanders and the world. From the land to the sea. From the bush to the city. From hard-working families to global trade relationships. From connected communities to prosperity for all.

Every day’s different, and so is every team within the department. United by service and purpose, together, we are moving forward, building on a proud past towards a prosperous future. Join us and help preserve and protect Queensland’s biosecurity.

Visit [daf.qld.gov.au](http://www.daf.qld.gov.au) and our [social media accounts](https://www.daf.qld.gov.au/news-media/social-media) to learn more about us.

What you will do

As our veterinarian, you will:

* Contribute to the manufacture and distribution of effective and efficient quality assured Tick Fever vaccine to meet industry demand on time and within budget. This includes performing procedures associated with provision of infected blood for vaccine production consistent with good manufacture practice (GMP) and Animal Ethics (AE).
* As a Veterinary Surgeons Board of Queensland registered veterinarian, use veterinary expertise, in relation to tick fever disease, to ensure manufacture and distribution of effective and quality assured tick fever vaccine This includes undertaking routine veterinary medical and surgical work, including splenectomising calves for vaccine production; supporting the Principal Veterinarian to ensure breeding herd system and quarantine testing program excludes selected pathogens; investigate complaints relating to vaccine efficacy and untoward reactions and reports to management and assist with the implementation of corrective action as necessary; contributing to the maintenance of cattle used in tick fever vaccine production and; undertaking and maintaining competency of microscopy diagnostic testing to support vaccine production.
* Plan and design routine field investigations or animal trials that align with operational objectives such as animal trials to test vaccine infectivity and efficacy and projects aimed to improve vaccine manufacture and distribution.
* Maintain and ensure currency of Tick Fever Centre (TFC) databases through data collation, recording and retrieval.
* Under indirect supervision through Biosecurity Science Laboratory (BSL) and TFC Diagnostic team leader, use specialist tick fever disease causative agent expertise to support the delivery of diagnostics testing for disease investigations and heath testing.
* Accurately perform tasks in accordance with relevant standard operating procedures (SOPs), protocols or methodologies to support the generation of valid data and ongoing compliance with relevant quality standards, proficiency testing programs, laboratory accreditations (Australian Code of Good Manufacturing Practice (GMP), National Association of Testing Authorities (NATA), animal ethics, workplace health and safety requirements and legislative obligations.
* Communicate effectively with internal and external stakeholders to ensure requests, queries and concerns are managed in accordance with SOPs/guidelines to achieve clear, timely and accurate information flow, including (where relevant) compliance with commercial in-confidence and privacy standards.
* Work as a member of the team and participate in on-call and weekend rostered shifts as per approved rosters.

**What you will bring**

**Mandatory requirements**

* A degree in Veterinary Science or equivalent academic qualifications from a recognised tertiary institution that can be registered in Queensland.
* Registration with the Veterinary Surgeons Board of Queensland.
* Vaccination or immunity to Q fever will be required. Commitment to obtain vaccination or evidence of prior vaccination to Q fever will be required prior to starting with Biosecurity Queensland.
* For international qualifications, the applicant will need their qualification assessed, to determine comparability with the Australian Qualifications Framework. The Department of Employment, Small Business and Training can assist with these assessments for Queensland residents.

**You may also have**

* Previous experience within a pharmaceutical type of facility.
* Understanding of Good Manufacturing Practice (GMP).

**Key competencies**

All employees are expected to role model leadership behaviours. This role requires the leadership capabilities of an individual contributor as outlined in the [Leadership competencies for Queensland](https://www.forgov.qld.gov.au/employment-policy-career-and-wellbeing/career-development/leadership-competencies-for-queensland).

**Vision**

* Makes insightful decisions – makes considered, ethical and courageous decisions based on insights into the broader context.
	+ Accepts decision making responsibility and demonstrates judgement about when to escalate issues.
	+ Gains insights into issues by analysing the available information in a critical matter.
	+ Remains composed during high-stakes situations.

**Results**

* Drives accountability and outcomes – demonstrates accountability for the execution and quality of results through professionalism, persistence, and transparency.
	+ Contribute to the development of team objectives and recognises own role in achieving results.
	+ Welcomes challenges in the delivery of work and demonstrates persistence in working through obstacles.
	+ Demonstrates careful planning and organisation to achieve results.

**Accountability**

* Fosters health and inclusive workplaces – fosters an inclusive workplace where health, safety and wellbeing are promoted and prioritised.
	+ Enhances safety and inclusion in the team by sharing ideas and participating in initiatives.
	+ Considered the physical environment and carefully undertakes tasks with the safety and wellbeing of others in mind.
	+ Demonstrates openness to diversity and supports practices that enable all individuals to participate to their fullest ability.

**Technical**

* Tick fever disease causative agent expertise – apply knowledge and skills of expertise.

Why join the department?

The work we do is widespread and varied, but our people are united by an innate sense of purpose, and a passion to serve their fellow Queenslanders. Our people are talented, down-to-earth, and resilient, and the work they do every day fills them with gratification and pride. This is what keeps them coming back.

Here are some other reasons why our people choose us:

* Have visible impact in your community, and directly contribute to making Queensland a better place to live.
* Flexible working options that encourage a healthy work-life balance.
* Salary sacrificing options and competitive superannuation.
* A variety of fantastic leave benefits, supported across the broader Queensland public sector.
* Access to confidential free counselling for you and your immediate family members through our employee assistance program.
* Onsite employee housing may be available if candidate is eligible.

**Just imagine what you could achieve with us.**

How to apply

To apply for this role, you will need to submit the following:

* Up to two pages pitch, statement or cover letter, describing how you will demonstrate the key competencies required to be successful in the role.
* Your current resume detailing your previous work or voluntary experience, including two referees who have personally observed you displaying the key competencies required for this role.

Submit your application online

* Submit your application via the [Smart jobs and careers website](https://smartjobs.qld.gov.au/jobtools/jncustomsearch.jobsearch?in_organid=14904). To do this, click 'Apply online' on the job ad. You will need to create an 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 the Smart jobs and careers website, please contact 13 QGOV (13 74 68). All enquiries 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 QSS Customer Support Team on 1300 146 370 (listen to the prompts for ‘recruitment’), between 9am and 5pm Monday to Friday, to enquire about alternative arrangements.
* Late applications cannot be submitted through 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 contact officer 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-month probationary period may apply to successful candidates.
* To be appointed under the *Public Sector Act 2022* (Qld), you must be an Australian citizen or have permission, under Commonwealth law, to work in Australia. If your permission to work in Australia ends, your appointment would end.
* The Chief Executive may request an employee change the location of their employment.
* Candidates will be subject to pre-employment screening such as a criminal history, probity check, qualification and reference checks during the selection process.
* Employees are required to disclose any perceived, potential or actual conflicts of during the course of their employment.
* The recommended applicant will be required to disclose any previous serious disciplinary action.
* Within one month of commencing employment, the successful applicant is required to disclose any employment as a lobbyist in the previous two years.
* As the position may be required to participate in emergency responses, the successful candidate may be required to undertake training to enable them to apply their everyday work capabilities within a disaster or biosecurity response environment.
* Applications may remain current for 12 months and may be considered for other vacancies (identical or similar) which may include an alternative employment status (e.g. permanent, fixed-term temporary, casual, full-time, part-time).
* The key competencies are based on the Queensland Government’s [Leadership competencies for Queensland](https://www.forgov.qld.gov.au/leadership-competencies-queensland).