



JOB PROFILE

Post Title:	Veterinary Officer
Portfolio:	Environment, Natural Resources and Planning
Responsible to:	Senior Veterinary Officer
Responsible for:	Direct: 1 x Livestock Services Officer (Grade D) 2 x Veterinary and Livestock Assistants (Grade C) 1 x Veterinary and Livestock Worker (Grade B) Volunteers and apprentices as may be employed from time to time and work experience students who may be assigned to the Veterinary Services unit from time to time.
Grade:	G

Job Purpose

To improve the lives of all within our community and help the island thrive by supporting the Senior Veterinary Officer (SVO) to manage and deliver agricultural services through: leading a local team of four veterinary staff; providing veterinary services covering domestic animals, livestock and poultry for both the general public and agricultural community; and undertaking regulatory aspects of animal imports and exports and veterinary biosecurity.

Main Duties and Responsibilities

1. Allocation of tasks and supervision for the Veterinary Services team of 4 persons.
2. Advise the St Helena Government and where necessary the Ascension Government, private sector and public on all matters of animal health, disease and welfare.
3. Manage the small animal surgery at Scotland and assist the SVO to oversee clinical practices and perform clinical work on both livestock and domestic animals.
4. Assist the SVO to manage the procurement, issuing and stock control of veterinary medicines and supplies needed for the veterinary programmes.
5. Maintain professional networks and be responsible for strong lines of communication regarding livestock and veterinary issues between the Division, livestock farmers, and domestic animal clients, Beekeepers and Chamber of Commerce, the St Helena Society for the Protection of Cruelty of Animals (SPCA), Public Health and Laboratory Divisions.
6. Under parasitology investigate projects to monitor the worm burden of healthy and sick animals, and to check for anthelmintic resistance.



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7. Assist the SVO with the surveillance and monitoring of the disease status of the Island's livestock and domestic animals to ensure as far as practicable, the continuance of the Island's highly favourable disease status.
8. Assist the SVO with the implementation and monitoring of the Animal and Apiculture Import and Export Health Standards. This includes boarding ships and yachts and attending flights when animals are arriving and departing the Island.
9. Work under the guidance of the SVO to review legislation related to animal health and veterinary programmes, including Animal Import and Export Health Standards.
10. Provide an on-call role as part of the after-work-hours emergency veterinary services under a weekly rota system (including weekends and public holidays), and to support other staff during their on-call duty.
11. To mentor the veterinary and livestock staff to develop their veterinary analytical, diagnostic and treatment skills and assist the SVO with managing personal development programmes for the team.
12. Assist the SVO with the management of veterinary service personnel and the day-to-day planning of tasks.
13. Assist the SVO with planning and executing animal nutrition and reproduction programmes.
14. In the absence of the SVO, deputise as a member of the Island's Health Protection Board in support of the role as the EC Competent Authority for fisheries, the implementation of International Health Regulations and any other issues relating to public health.
15. Assist the SVO with monitoring the health and habitat of the Island's Giant tortoises, with particular attention to Jonathan, the oldest tortoise and to make arrangements to hand feed him once per week where practical.
16. Through the World Health Organisation (OIE) monitor the world animal disease situation, and report on annual disease status and any local disease outbreak of significance.
17. Enforcement of any law where the Governor appoints the Veterinary Officer (VO) as an Enforcement Officer.
18. Development and implementation of policies concerning Veterinary Services.
19. Preparation of codes of practice or guidelines relating to Veterinary Service polices.
20. Design and implement public education and awareness exercises designed to promote all aspects relating to ENRP's Veterinary Services.



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21. Deputise for the SVO when the Officer is absent from his/her post.

Special Conditions

The role will require work outside of normal working hours as part of an emergency on-call veterinary service.

H&S implications- the VO is an enforcement officer and as such could be faced with confrontational situations on some occasions; at times the VO will also be required to work outdoors in difficult terrain and in inclement weather when responding to callouts for assistance with animal cases.

Working with drugs and anaesthetics; and potential exposure to zoonotic diseases.

Working with animals that can cause physical harm and damage, and travelling across pastures on foot to reach livestock, also boarding vessels to assist the SVO with animal import duties.

Attend medical checks at hospital on a 6 monthly and yearly basis.

This job profile is not an exhaustive list of duties and responsibilities. There may be other ad hoc duties that fall within the remit of the role that the job holder may need to complete. In addition, the job holder will be required to carry out any other reasonable duties as requested which are commensurate with the grading and level of responsibility for the role.



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Core Competency Framework

Competency	Level
Professional Development: Required Professional Competency standards met.	ii
Planning & Delivery of Work: Ensures appropriate resources and levels of capability are available to deliver to plan. Promote and enforce appropriate organisational rules and procedures and lead by example in managing business relationships.	iv
Analysis and use of Information: Advanced statistical analysis of complex or conflicting data including addressing the root causes of highly complex problems. Develops new policy and procedures.	v
Decision Making: Shapes new policies and sets long-term objectives, ensuring results are aligned to strategic decisions. Understands the wider strategic environment to make appropriate resource decisions. Ensures decisions are evidence-based drawing on available knowledge and past experience	v
Working with Others: Manages relationships with key stakeholders by utilising a high level of understanding of own and other's behaviour. Creates an environment which will enable delivery of shared policy outcomes	iv
Communication: Promote effective communication across the organisation and ensure the organisation's priorities are clearly understood by all.	v
Influencing and Persuading Influences the organisation's strategy by utilising internal and external resources. Delivers influential advice and briefings. Focuses on outcomes irrespective of the source of the challenge. Sets strategies to support a diverse workforce.	v
Dealing with Change: Directs and drives organisational change in line with the wider strategic needs	v
Continuous Improvement: Sets SMART objectives for team and evaluates them and where necessary motivates team members to improve and develop their performance.	iii
Managing Resources: Gains respect and credibility from team members through effective delegation, coaching and development.	iv



PERSON SPECIFICATION

Criteria	Essential / Desirable	Application Form	Selection Process
Qualifications:			
Professionally qualified veterinary surgeon with a degree in veterinary medicine	E	✓	
A valid Veterinary Nurse (RCVS) certification	D	✓	
Post graduate training/qualification in food hygiene with practical experience including HACCP	D	✓	
OVS training and experience of abattoir inspections	E	✓	
Training in artificial insemination for cattle and goats	E	✓	
Clean Driver's License in Class C	E	✓	
Knowledge & Experience:			
Minimum of 1 years post-graduate experience in both medicine and surgery	E		✓
Excellence in clinical acumen with experience of clinical work	E	✓	
Knowledge or experience of livestock production systems	D	✓	✓
Skills and Abilities:			
Basic statistical analysis (Intermediate level)	E	✓	✓
Technical analysis and interpretation of data/evidence	E		✓
Proficient in use of IT Microsoft Applications	E	✓	
Excellent interpersonal skills	E		✓
Excellent problem solving and networking skills, with ability to work with limited professional backup	E		✓
Proficient in the development and delivery of presentations	E		✓
Excellent people management skills and able to mentor and delegate to para-professional within their capacity	E		✓
Effective communicator with people at all levels and abilities (including pet owners, laymen, para-professionals, Government officials, politicians and the media)	E		✓



PERSON SPECIFICATION

Criteria	Essential / Desirable	Application Form	Selection Process
Able to prioritise workloads and deliver on time	E		✓
Other:			
Confident and motivated to discharge enforcement duties in collaboration with other public authorities	E		✓
Highly self-motivated; a thorough and methodical approach	E		✓
Effective team player but able to work independently	E		✓
Ability to apply objective judgement	E		✓
Responsive to change	E		✓
Innovative and knowledgeable with regards to best practice when designing and implementing legislation, health standards and guidelines.	E		✓
Calmness in pressurised or emotional situations	E		✓
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E		✓
Contribute to a positive working environment ensuring commitment to equality and diversity.	E		✓

Our Values

FAIRNESS

We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.

INTEGRITY

We communicate openly and we are honest, accountable and ethical.

TEAMWORK

We work together and we support each other.

Professional or Career Progression Cadre Competency Framework

N/a