

Position Description

Position title:	Industry Veterinarian
Department:	Integrity & Welfare
Reports To (Position):	Chief Veterinarian (Head of Veterinary Services)
Function/s that report to this position:	Nil
Name of incumbent (if applicable):	

ORGANISATIONAL OVERVIEW

Greyhound Racing Victoria (GRV) is the statutory authority responsible for regulating, conducting, and promoting greyhound racing and welfare in our state.

The sport generates \$844.8 million in economic activity, about \$3 billion in wagering, returns \$70 million in prizemoney, and directly involves over 18,000 people.

Our vision is "Victorian greyhound racing is a vibrant, entertaining and thriving sport with animal welfare at its heart". The integrity of the sport and the welfare of greyhounds are both significant components of the strategic objectives of GRV.

PRIMARY PURPOSE OF ROLE (RESPONSIBILITY)

The GRIU Veterinary Services team upholds the integrity of the industry by ensuring transparent and fair conduct of racing and protecting greyhound welfare. GRV Veterinarians are responsible for ensuring race meetings are conducted in accordance with the GRV Rules of Greyhound Racing and GRV policies and guidelines for participants. This is achieved by:

- Ensuring all greyhounds are fit to compete at the race meetings and appropriately cared for.
- Working with the Integrity Operations team in conducting kennel visits to assess animal welfare concerns.
- Performing veterinary duties to prepare greyhounds for adoption.

FREEDOM TO ACT / DECISION MAKING (ACCOUNTABILITY)

- Works according to the policies and procedures applicable to GRV employees.
- Applies the GRV Local Rules, Greyhounds Australasia Rules, the Office of the Racing Commissioner's Single Code of Practice (Part D) and specific GRV policies and guidelines applicable to industry participants (registered persons). It operates within the Guidelines of the Veterinary Practitioners Registration Board Victoria.
- Accountable for deciding whether a dog is fit to race on the day.
- No direct budget accountability.

KEY WORKING RELATIONSHIPS

EXTERNAL	INTERNAL
GCV Club Managers and race day employees	Veterinary Services team (on-payroll and contracted)
Registered persons (owners, trainers, catchers, attendants)	Stewards Panel
External veterinary clinics	Integrity & Welfare Operations team
Welfare groups	Welfare & Rehoming team

KEY RESULT AREA	ACCOUNTABILITY / ACTIVITY:	KEY PERFORMANCE INDICATOR
Ensure greyhound welfare on race day	<ul style="list-style-type: none"> Assess nominated greyhounds to ensure they are in a fit state to compete. Complete relevant activities as required by the race meeting Chair (including taking samples/swabs from greyhounds). Conduct random examination of greyhounds scratched on race day. Provide emergency care when required. Attend to incidents involving injury promptly to minimise any discomfort to the dog. Identify and report dog welfare concerns to the race day Chair. 	<ul style="list-style-type: none"> Meeting conducted transparently and fairly in line with the Rules of Racing Safety and welfare outcomes for the greyhounds.
Prepare greyhounds for adoption	<ul style="list-style-type: none"> Perform veterinary duties where required to prepare greyhounds for adoption (including examinations, desexing, other surgery, dental treatment, microchipping, vaccinations, and non-surgical procedures) Complete relevant administrative duties associated with the above duties (including certification, documentation and clinical record keeping) 	<ul style="list-style-type: none"> Veterinary and administrative duties performed to the required standard.
Participant adherence to the Rules of Racing	<ul style="list-style-type: none"> Conduct out of competition sampling as programmed. Assist the Integrity Operations team with conducting kennel visits to assess animal welfare concerns. Assist Investigative Stewards and race day panel Stewards in preparing reports and presenting evidence to Stewards' Inquiries, VRT hearings, VCAT appeals, and other courts or regulatory bodies. Assist in identifying welfare or integrity risks and determining mitigation strategies and actions. 	<ul style="list-style-type: none"> Security and chain of custody of samples not compromised. Completeness and success of investigations and enquiries.
Education and research	<ul style="list-style-type: none"> Contribute to the development and delivery of educational materials for GRV employees and industry participants Provide on the job coaching in welfare and integrity matters to GRV operational teams Assist with literature reviews and analysis for the development of reports and discussion papers on contemporary practice. 	<ul style="list-style-type: none"> Internal and external customer feedback.
Teamwork	<ul style="list-style-type: none"> Attend race meetings as rostered which requires flexible working with a combination of day, afternoon, evening, and weekend shifts determined by the GRV race meeting schedule. Regularly attend and actively contribute to team meetings. Actively contribute to the ongoing initiatives across the Integrity function, including the review and implementation of standards, policies, and work methods. Undertake any other reasonable tasks as directed by the Chief Veterinarian. 	<ul style="list-style-type: none"> Continuous improvement outcomes. Internal and external customer feedback.
Compliance	<ul style="list-style-type: none"> Ensure knowledge of relevant policies, procedures, guidelines, and work methods is actively maintained. Complete all mandatory and scheduled training as requested. 	<ul style="list-style-type: none"> Met government standards. Departmental policy sign-off and mandated training up to date.
Safety and wellbeing	<p>As an employee:</p> <ul style="list-style-type: none"> Take care of your own health, safety, and wellbeing and that of any other person who may be affected by your actions or omissions in the workplace. 	<ul style="list-style-type: none"> Role model safe work practices always.

KEY RESULT AREA	ACCOUNTABILITY / ACTIVITY:	KEY PERFORMANCE INDICATOR
	<ul style="list-style-type: none"> • Understand responsibilities and accountabilities of yourself and others in accordance with OH&S legislation and GRV policies. • Promote an open and active safety management and wellbeing culture. • Maintain a safe working environment within your area of responsibility. 	<ul style="list-style-type: none"> • Actively support and promote safety and wellbeing. • Incidents, accidents and hazards reported as soon as possible.

PERSON SPECIFICATION
Education/Qualifications and Experience
<ul style="list-style-type: none"> • Current driver licence. • Degree in Veterinary Science (or equivalent). • Registration with the Veterinary Practitioners Registration Board of Victoria (or eligibility). • Demonstrated experience working in a veterinary practice (desirable).
Attributes, Knowledge, and Skills
<p>Personal Attributes, being the behaviours and qualities needed to ensure success:</p> <ul style="list-style-type: none"> • Strong appreciation of rules and regulations and an affinity for compliance. • Confidence to make and/or support and implement decisions even when it may be unpopular. • Proven collaborative team player. • Strong attention to detail with advanced organisational, time management and prioritisation skills
<p>Knowledge and Experience, being the demonstrated understanding/application/delivery of:</p> <ul style="list-style-type: none"> • Contemporary animal welfare practices. • Greyhound or other animal racing (desirable). • Animal swabbing and prohibited substance detection (desirable). • Facilitating difficult situations to achieve positive outcomes. • Workplace safety and wellness obligations and responsibilities.
<p>Skills, being the demonstrated ability to:</p> <ul style="list-style-type: none"> • Guide application of rules and regulations in challenging circumstances. • Maintain professional independence under pressure. • Travel intrastate with overnight stays. • Manage stakeholders. • Solve problems. • Communicate clearly, both verbally and in writing. • Use MS Office and other software products in your daily work.

Euthanasia Statement
<p>This position requires the occupant to be present and/or conduct euthanasia where it is deemed necessary and will therefore need to be able to cope with these situations.</p>

Inclusion, Diversity & Belonging Statement
<p>GRV is committed to building a workplace that not only respects but embraces difference and sees diversity as an essential part of our success. GRV is an organisation that is driven by values and strives for a culture of inclusion where all people feel respected, valued, listened to, inspired and that they belong.</p>

Position description accepted by:

NAME: _____ **DATE:** _____

SIGNATURE: _____