Role Description
Veterinary Pathologist

Cluster	Planning, Industry and Environment
Agency	Department of Primary Industries
Division/Branch/Unit	DPI / Biosecurity and Food Safety / Elizabeth Macarthur Agricultural Institute
Location	Menangle
Classification/Grade/Band	Professional Officer Grade 1 – 4
Role Family (internal use only)	Bespoke / Science and Engineering / Deliver
ANZSCO Code	234711
PCAT Code	1119192
Date of Approval	October 2018 (updated November 2019)
Agency Website	www.dpi.nsw.gov.au

Agency overview

The Planning, Industry and Environment Cluster was formed in 2019. The Cluster drives greater levels of integration and efficiency across key areas such as long-term planning, precincts, housing, property, infrastructure priorities, open space, the environment, our natural resources – land, water, mining – energy, and growing our industries. There is a strong emphasis on regional NSW.

The NSW Department of Primary Industries (NSW DPI) supports the development of profitable primary industries that create a more prosperous NSW and contributes to a better environment through the sustainable use of natural resources.

Within NSW DPI, the Biosecurity & Food Safety Division is responsible for effective management and risk minimisation of biosecurity threats to NSW as well as the through-chain regulation of food safety. It delivers a risk based approach to policy and compliance, and provides regional engagement and coordination in response to emergency incidents and natural disasters impacting primary industries and the food sector.

Primary purpose of the role

This position supports the biosecurity, diagnostic, research and contract pathology services of veterinary pathology within the Elizabeth Macarthur Agricultural Institute (EMAI). It functions as part of a front line diagnostic laboratory that supports biosecurity across NSW and services private and government veterinarians within NSW and interstate. Daily case management is required to ensure delivery of efficient, timely and quality assured laboratory based testing for terrestrial and aquatic animal diseases.

Key accountabilities

- Contribute to an efficient and effective diagnostic service within Pathology Services through test assignment, result interpretation and reporting within agreed time frames and ensure that the laboratory meets accreditation standards and relevant regulatory compliance

- Ensure that the laboratory maintains a high level of customer service, working closely with private and government veterinarians and clients to consistently understand and meet their needs
- Maintain and develop a sound knowledge of terrestrial and aquatic animal diseases to ensure that decisions made and activities undertaken meet professional expectations
- Provide support to laboratory staff to ensure a coordinated laboratory service across EMAI
- Contribute to effective liaison across EMAI and Biosecurity Operations division on veterinary diagnostic issues
- Comply with work standards for Pathologists according to the level of appointment in the Professional Officer Progression Criteria (1-4) scale in the Crown Employees (NSW Department of Industry) Professional Officers Award

Key challenges

- Ensure ongoing diagnostic capabilities meet the testing requirements for veterinarians within NSW
- Maintain and develop a broad pathology knowledge and understanding of disease investigation to provide informed response to unique diagnostic situations across a diverse knowledge base
- Manage multiple stakeholders from various parts of the organisation and industry ensuring diagnostic and regulatory requirements are addressed appropriately

Key relationships

Who	Why
Internal	
Team Leader Pathology Services	- Provide professional and technical feedback on diagnostic services - Assist with operational and diagnostic responses - Discuss work allocated, providing updates on key issues and progress - Escalate issues as appropriate
Professional and Technical staff	- Contribute to the coordination and allocation of cases and communicate diagnostic priorities to meet the diagnostic needs - Provide professional support for diagnostic testing - Inform and allocate case material as appropriate to ensure a holistic understanding and a coordinated delivery of the diagnostic service
External	
LLS, DPI and private veterinarians and other clients	To identify needs for improved diagnostic support through liaison with veterinary practitioners

Role dimensions

Decision making

This role:

- Provides accurate laboratory reports that meet the agreed requirements of quality, deliverables and outcomes;

- Refers to a supervisor any decisions that require significant deviation from project outcomes or timeframes, are likely to escalate or create substantial or contentious precedent, require a higher administrative or financial delegation to a higher level of management.

Reporting line

Team Leader Pathology Services

Direct reports

Nil

Essential requirements

- Degree in Veterinary Science (BVSc) or equivalent
- Registration as a veterinarian with the Veterinary Practitioners Board in Australia
- Production animal clinical and/or veterinary pathology experience
- Current NSW Driver Licence

Note: For appointment to PO3 or PO4 formal veterinary pathology qualifications such as Membership of the Australian and New Zealand College of Veterinary Scientists, Pathobiology Chapter or equivalent or a Research Higher Degree is required

Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	**Adept**
	Manage Self	**Advanced**
	Value Diversity	Intermediate
Relationships	**Communicate Effectively**	**Intermediate**
	Commit to Customer Service	**Intermediate**
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
Results	Deliver Results	Adept
	Plan and Prioritise	Intermediate
	Think and Solve Problems	**Intermediate**
	Demonstrate Accountability	**Intermediate**
Business Enablers	Finance	Foundational
	Technology	**Intermediate**
	Procurement and Contract Management	Intermediate
	Project Management	Intermediate

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Act with Integrity	Adept	• Represent the organisation in an honest, ethical and professional way and encourage others to do so • Demonstrate professionalism to support a culture of integrity within the team/unit • Set an example for others to follow and identify and explain ethical issues • Ensure that others understand the legislation and policy framework within which they operate • Act to prevent and report misconduct, illegal and inappropriate behaviour
Personal Attributes Manage Self	Advanced	• Act as a professional role model for colleagues, set high personal goals and take pride in their achievement • Actively seek, reflect and act on feedback on own performance • Translate negative feedback into an opportunity to improve

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		• Maintain a high level of personal motivation • Take the initiative and act in a decisive way
Relationships Communicate Effectively	Intermediate	• Focus on key points and speak in 'Plain English' • Clearly explain and present ideas and arguments • Listen to others when they are speaking and ask appropriate, respectful questions • Monitor own and others' non-verbal cues and adapt where necessary • Prepare written material that is well structured and easy to follow by the intended audience • Communicate routine technical information clearly
Relationships Commit to Customer Service	Intermediate	• Support a culture of quality customer service in the organisation • Demonstrate a thorough knowledge of the services provided and relay to customers • Identify and respond quickly to customer needs • Consider customer service requirements and develop solutions to meet needs • Resolve complex customer issues and needs • Co-operate across work areas to improve outcomes for customers
Results Think and Solve Problems	Intermediate	• Research and analyse information and make recommendations based on relevant evidence • Identify issues that may hinder completion of tasks and find appropriate solutions • Be willing to seek out input from others and share own ideas to achieve best outcomes • Identify ways to improve systems or processes which are used by the team/unit
Results Demonstrate Accountability	Intermediate	• Take responsibility and be accountable for own actions • Understand delegations and act within authority levels • Identify and follow safe work practices, and be vigilant about their application by self and others • Be alert to risks that might impact the completion of an activity and escalate these when identified • Use financial and other resources responsibly
Business Enablers Technology	Intermediate	• Apply computer applications that enable performance of more complex tasks • Apply practical skills in the use of relevant technology • Make effective use of records, information and knowledge management functions and systems • Understand and comply with information and communications security and acceptable use policies • Support the implementation of systems improvement initiatives and the introduction and roll-out of new technologies