

# Role Description

## District Veterinarian



Local Land Services

Cluster	Department of Regional NSW
Division/Branch/Unit	Local Land Services
Location	Negotiable with Region
Classification/Grade/Band	District Veterinarian Stream Level 1 – 4, LLS Grade 4-7
Role Family	Science and Engineering
ANZSCO Code	234711
PCAT Code	1119192
Date of Approval	April 2018 (updated June 2019)
Agency Website	<a href="http://www.lls.nsw.gov.au">www.lls.nsw.gov.au</a>

### Agency overview

The Department of Regional NSW was formed in 2020 as a central agency for regional issues. The Department has responsible for building resilient regional economies and communities, strengthening primary industries, managing the use of regional land, overseeing the state's mineral and mining resources and ensuring government investment in regional NSW is fair and delivers positive outcomes for local communities and businesses.

Local Land Services (LLS) is an Executive Agency related to the cluster. It provides quality, customer-focused services to landholders and the community across New South Wales. This regionally-based organisation brings together a wide range of service and advisory functions including agriculture, biosecurity, natural resource management, land management, biodiversity, emergency services, private native forestry and the Soil Conservation Services.

### Primary purpose of the role

The role contributes to the Animal Biosecurity and Welfare service delivery functions for the Local Land Service (LLS) including prevention, preparedness, detection and response activities to animal diseases and animal welfare in line with state and national objectives to contribute to safeguarding the NSW economy, environment and community and meet national and state standards and outcomes.

### Key accountabilities

- Implement priority field animal biosecurity and animal welfare activities to deliver outcomes which protect the economy, the environment and the community of NSW
- Contribute to the LLS Animal Biosecurity and Welfare function and team to ensure effective and efficient implementation of strategies and plans and to ensure biosecurity risks are mitigated at the local level
- Implement plans and strategies for engagement with the community and other key stakeholders to effectively market, foster commitment to, and enhance understanding of the animal biosecurity and welfare functions of the LLS
- Deliver animal biosecurity surveillance activities to ensure rapid identification of new and emerging biosecurity threats and assist in the implementation of response and post recovery programs
- Undertake disease investigations in all species and provide advice and analysis to ensure timely response to biosecurity threats

- Deliver compliance programs to ensure legislated biosecurity obligations including pest and disease management and livestock traceability meet national performance standards
- Research, analyse and prepare written material on specific issues including, discussion papers, reports, briefing notes and media releases and articles
- Assist in the implementation of the necessary transition to management program where containment and eradication is not feasible

## Key challenges

- Implementing innovative and strategic policies to deal with new and emerging animal biosecurity and welfare issues given the fluid nature of industry and community expectations
- Engaging with and maintaining partnerships with external organisations and varied stakeholders and clients in an operating environment that is constantly changing and implementing procedures and guidelines to ensure that decisions made and activities undertaken comply with relevant legislation, corporate and LLS priorities
- Keeping up to date with professional, technological and environmental developments to ensure the delivery of the most timely, low risk and effective programs and responses and translating priorities, plans and standards into effective on ground, field programs and projects
- Integrating animal biosecurity and welfare priorities and programs with other service delivery initiatives of LLS

## Key relationships

Who	Why
<b>Internal</b>	
Local Manager and Senior Management staff	<ul style="list-style-type: none"> <li>• Receives support in the development of a surveillance network with early response capabilities and provides advice and guidance in the prevention, preparedness, detection and response activities to animal diseases and welfare</li> </ul>
Other staff	<ul style="list-style-type: none"> <li>• Provides advice in relation to early response capabilities and animal diseases and welfare in line with state and national objectives</li> </ul>
<b>External</b>	
Farmers/land managers/community groups/industry groups and Government organisations	<ul style="list-style-type: none"> <li>• Seeks information and delivers advice on surveillance responsibilities and programmes and prevent and deal with animal diseases and welfare</li> </ul>

## Role dimensions

### Decision making

The role operates in a structured environment subject to established policies, procedures and practices. Decisions which can be made by the position holder include prioritising own workload according to required timelines.

### Reporting line

Local Manager

### Direct reports

Nil

### Budget/Expenditure

Nil

## Essential requirements

- Degree in Veterinary Science registrable in NSW and registration with the NSW Veterinary Practitioners Board
- Experience in large animal welfare, husbandry and medicine with knowledge of epidemiology
- Demonstrated knowledge of the impact of biosecurity threats on communities, agriculture and natural environment including current approaches to field biosecurity service delivery and animal welfare
- Current NSW Driver Licence and the ability and willingness to travel

## Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.

## Focus capabilities


*Focus capabilities* are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

## FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
 <p>Personal Attributes</p>	<p><b>Act with Integrity</b></p> <p>Be ethical and professional, and uphold and promote the public sector values</p>	<ul style="list-style-type: none"> <li>• Represent the organisation in an honest, ethical and professional way</li> <li>• Support a culture of integrity and professionalism</li> <li>• Understand and help others to recognise their obligations to comply with legislation, policies, guidelines and codes of conduct</li> <li>• Recognise and report misconduct and illegal and inappropriate behaviour</li> <li>• Report and manage apparent conflicts of interest and encourage others to do so</li> </ul>	Intermediate
 <p>Relationships</p>	<p><b>Commit to Customer Service</b></p> <p>Provide customer-focused services in line with public sector and organisational objectives</p>	<ul style="list-style-type: none"> <li>• Focus on providing a positive customer experience</li> <li>• Support a customer-focused culture in the organisation</li> <li>• Demonstrate a thorough knowledge of the services provided and relay this knowledge to customers</li> <li>• Identify and respond quickly to customer needs</li> <li>• Consider customer service requirements and develop solutions to meet needs</li> <li>• Resolve complex customer issues and needs</li> <li>• Cooperate across work areas to improve outcomes for customers</li> </ul>	Intermediate
	<p><b>Work Collaboratively</b></p> <p>Collaborate with others and value their contribution</p>	<ul style="list-style-type: none"> <li>• Build a supportive and cooperative team environment</li> <li>• Share information and learning across teams</li> <li>• Acknowledge outcomes that were achieved by effective collaboration</li> <li>• Engage other teams and units to share information and jointly solve issues and problems</li> <li>• Support others in challenging situations</li> <li>• Use collaboration tools, including digital technologies, to work with others</li> </ul>	Intermediate
 <p>Results</p>	<p><b>Deliver Results</b></p> <p>Achieve results through the efficient use of resources and a commitment to quality outcomes</p>	<ul style="list-style-type: none"> <li>• Seek and apply specialist advice when required</li> <li>• Complete work tasks within set budgets, timeframes and standards</li> <li>• Take the initiative to progress and deliver own work and that of the team or unit</li> <li>• Contribute to allocating responsibilities and resources to ensure the team or unit achieves goals</li> <li>• Identify any barriers to achieving results and resolve these where possible</li> <li>• Proactively change or adjust plans when needed</li> </ul>	Intermediate





## FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
	<p><b>Demonstrate Accountability</b></p> <p>Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines</p>	<ul style="list-style-type: none"> <li>• Be proactive in taking responsibility and being accountable for own actions</li> <li>• Understand delegations and act within authority levels</li> <li>• Identify and follow safe work practices, and be vigilant about own and others' application of these practices</li> <li>• Be aware of risks and act on or escalate risks, as appropriate</li> <li>• Use financial and other resources responsibly</li> </ul>	Intermediate
 <p>Business Enablers</p>	<p><b>Project Management</b></p> <p>Understand and apply effective planning, coordination and control methods</p>	<ul style="list-style-type: none"> <li>• Perform basic research and analysis to inform and support the achievement of project deliverables</li> <li>• Contribute to developing project documentation and resource estimates</li> <li>• Contribute to reviews of progress, outcomes and future improvements</li> <li>• Identify and escalate possible variances from project plans</li> </ul>	Intermediate

## Complementary capabilities

*Complementary capabilities* are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

COMPLEMENTARY CAPABILITIES			
Capability group/sets	Capability name	Description	Level
 Personal Attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Adept
	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Adept
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Intermediate
 Relationships	Communicate Effectively	Communicate clearly, actively listen to others, and respond with understanding and respect	Adept
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Intermediate
 Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Intermediate
	Think and Solve Problems	Think, analyse and consider the broader context to develop practical solutions	Intermediate
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Intermediate
	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Intermediate
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Intermediate