

# Role Description

## District Veterinarian



Local Land  
Services

|                           |  |
|---------------------------|--|
| Cluster                   | Planning, Industry & Environment                           |
| 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 July 2019)                             |
| Agency Website            | <a href="http://www.lls.nsw.gov.au">www.lls.nsw.gov.au</a> |

### Agency overview

Local Land Services (LLS) was established in January 2014 to provide quality, customer- focused services to landholders and the community across New South Wales. The organisation brings together the agricultural advice, biosecurity, natural resource management, emergency services and Soil Conservation Service functions previously provided by 28 organisations into a single organisation comprising around 950 staff with a budget of approximately \$225 million.

LLS provide products and services that are strongly focused on meeting local customer needs, combined with the strength of being a single organisation governed by the Local Land Services Board. Eleven local regions, Sustainable Land Management and the Soil Conservation Service are responsible for local delivery. Each local region has a local board which is responsible for the oversight of day-to- day operations and local strategic direction in line with state priorities. The regions vary in geographic and organisational size and are supported by the state operations unit.

The Sustainable Land Management business unit provides regulatory services under the Biodiversity Conservation Act 2017 and the Soil Conservation Service is a commercial entity for environmental consulting and 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</li></ul>   |

| Who   | Why   |
|---|---|
|   | diseases and welfare in line with state and national objectives   |
| External  |   |
| 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 applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://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               |
|---|-------------------------------------|---------------------|
| <br>Personal Attributes | Display Resilience and Courage      | Adept               |
|   | <b>Act with Integrity</b>           | <b>Intermediate</b> |
|   | Manage Self                         | Adept               |
|   | Value Diversity                     | Intermediate        |
| <br>Relationships       | Communicate Effectively             | Adept               |
|   | <b>Commit to Customer Service</b>   | <b>Intermediate</b> |
|   | <b>Work Collaboratively</b>         | <b>Intermediate</b> |
|   | Influence and Negotiate             | Intermediate        |
| <br>Results             | <b>Deliver Results</b>              | <b>Intermediate</b> |
|   | Plan and Prioritise                 | Intermediate        |
|   | Think and Solve Problems            | Intermediate        |
|   | <b>Demonstrate Accountability</b>   | <b>Intermediate</b> |
| <br>Business Enablers  | Finance                             | Intermediate        |
|   | Technology                          | Intermediate        |
|   | Procurement and Contract Management | Intermediate        |
|   | <b>Project Management</b>           | <b>Intermediate</b> |

### 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  |
|--|--------------|---|
| <b>Personal Attributes</b><br>Act with Integrity   | Intermediate | <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 follow legislation, rules, policies, guidelines and codes of conduct</li> <li>• Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct</li> <li>• Recognise and report misconduct, illegal or inappropriate behaviour</li> <li>• Report and manage apparent conflicts of interest</li> </ul> |
| <b>Relationships</b><br>Commit to Customer Service | Intermediate | <ul style="list-style-type: none"> <li>• Support a culture of quality customer service in the organisation</li> <li>• Demonstrate a thorough knowledge of the services provided and relay to customers</li> <li>• Identify and respond quickly to customer needs</li> </ul>   |

| Group and Capability                           | Level        | Behavioural Indicators  |
|--|--------------|---|
|  |              | <ul style="list-style-type: none"> <li>• Consider customer service requirements and develop solutions to meet needs</li> <li>• Resolve complex customer issues and needs</li> <li>• Co-operate across work areas to improve outcomes for customers</li> </ul>   |
| <b>Relationships</b><br>Work Collaboratively   | Intermediate | <ul style="list-style-type: none"> <li>• Build a supportive and co-operative team environment</li> <li>• Share information and learning across teams</li> <li>• Acknowledge outcomes which were achieved by effective collaboration</li> <li>• Engage other teams/units to share information and solve issues and problems jointly</li> <li>• Support others in challenging situations</li> </ul>   |
| <b>Results</b><br>Deliver Results              | Intermediate | <ul style="list-style-type: none"> <li>• Complete work tasks to agreed budgets, timeframes and standards</li> <li>• Take the initiative to progress and deliver own and team/unit work</li> <li>• Contribute to allocation of responsibilities and resources to ensure achievement of team/unit goals</li> <li>• Seek and apply specialist advice when required</li> </ul>  |
| <b>Results</b><br>Demonstrate Accountability   | Intermediate | <ul style="list-style-type: none"> <li>• Take responsibility and be 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 their application by self and others</li> <li>• Be alert to risks that might impact the completion of an activity and escalate these when identified</li> <li>• Use financial and other resources responsibly</li> </ul>                  |
| <b>Business Enablers</b><br>Project Management | Intermediate | <ul style="list-style-type: none"> <li>• Perform basic research and analysis which others will use to inform project directions</li> <li>• Understand project goals, steps to be undertaken and expected outcomes</li> <li>• Prepare accurate documentation to support cost or resource estimates</li> <li>• Participate and contribute to reviews of progress, outcomes and future improvements</li> <li>• Identify and escalate any possible variance from project plans</li> </ul> |