

Role Description

Veterinary Pathologist



Department of
Primary Industries

Cluster	Industry
Agency	Department of Primary Industries
Division/Branch/Unit	DPI / Biosecurity and Food Safety / EMAI
Location	Menangle
Classification/Grade/Band	Professional Officer Grade 5
ANZSCO Code	234515
PCAT Code	1119192
Date of Approval	July 2021
Agency Website	www.doi.nsw.gov.au

Agency overview

The NSW Department of Industry leads the state government's contribution to making NSW a place where people want to live and work and businesses choose to invest and grow.

We support all areas of economic activity where NSW has competitive strengths. We also have responsibilities for:

- Skill formation and development to match industry demand
- Partnering with stakeholders in stewardship and sustainable use of the state's natural resources; and
- Supporting economic growth in the regions.

Our strategies are built on close relationships to understand industry's needs. We deliver a wide range of training and specialist services and we help to secure efficient and dependable government decision-making that contributes to business confidence. We measure our success by the:

- Growth in quantity of employment and the value of output; and the
- Competitiveness and sustainability of industries in NSW.

We focus on four cultural attributes to deliver our outcomes: Ownership, Customer Experience, Innovation and Collaboration. These attributes are the pillars of our Corporate Plan.

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 undertakes the diagnostic pathology services associated with the Veterinary Pathology Services at EMAI to ensure delivery of efficient, timely and quality assured laboratory based testing for terrestrial and aquatic animal diseases. It also contributes to the management of the pathology training program to ensure professional succession planning. Veterinary Pathology Services is a front line diagnostic service that supports biosecurity across NSW and services private and government veterinarians within NSW and interstate.

Key accountabilities

- Ensure an efficient and effective pathology service through test assignment, result interpretation and reporting within agreed time frames and ensure that the laboratory meets accreditation standards
- Ensure that the laboratory maintains a high level of customer service, working closely with veterinarians and clients, particularly government vets and the Local Land Services, to consistently understand and meet their needs
- Coordinate the pathology service through job management and providing communication between field veterinarians and laboratory professional staff
- Provide scientific leadership to professional and senior technical staff by maintaining a knowledge of terrestrial and aquatic animal diseases across a broad range of species to ensure that decisions made and activities undertaken meet professional expectations
- Provide support to less experienced pathologists to ensure a coordinated diagnostic service
- Ensure effective liaison across EMAI, Animal Biosecurity and Biosecurity Operations divisions on veterinary biosecurity issues
- Maintain active linkages with relevant sectors of the Australian government, other States, animal industry sectors and submitting veterinarians

Key challenges

- Ensuring ongoing diagnostic capabilities meet the requirements for surveillance and diagnostic response within NSW
- Maintaining pathology knowledge and understanding of disease investigation to provide informed response to unique diagnostic situations across a diverse knowledge base
- Managing multiple stakeholders from various parts of the organisation ensuring diagnostic requirements are addressed appropriately

Key relationships

Who	Why
Internal	
Team Leader, Pathology Services	<ul style="list-style-type: none">• Provide professional and technical feedback on diagnostic services• Assist with operational and diagnostic responses within the Pathology Services EMAI• Identify new test opportunities and collaborative partnerships that will enhance the diagnostic capabilities of the laboratory• Discuss work allocated, providing updates on key issues and progress. Escalate issues as appropriate

Who	Why
Professional and senior technical staff of the EMAI	<ul style="list-style-type: none"> • Coordinate and allocate case management and communicate diagnostic priorities to meet the diagnostic needs • Provide professional support for diagnostic testing
Veterinary Pathology colleagues	<ul style="list-style-type: none"> • Provide collaboration with case material and job management • Provide technical support and supervision of less experienced colleagues • Support the continuity of service with work allocation within the team
External	
Submitting Veterinarians	<ul style="list-style-type: none"> • To support diagnostic and surveillance activities, identify needs for improved diagnostic support and for liaison with private veterinary practitioners as required

Role dimensions

Decision making

This role:

- Has a high level of autonomy and is fully accountable for the delivery of 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

No direct reports

Requirements






- Degree in Veterinary Science (BVSc) or equivalent
- Registration as a veterinarian with the Veterinary Practitioners Board in Australia
- Pathology qualification by examination, (e.g. ACVP, ECVF, MANZCVS) or equivalent diagnostic pathology experience in production animals
- Post Graduate qualification in veterinary pathology or related discipline is preferred

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	Adept
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Advanced
	Work Collaboratively	Advanced
	Influence and Negotiate	Advanced
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept
 Business Enablers	Finance	Adept
	Technology	Advanced
	Procurement and Contract Management	Intermediate
	Project Management	Adept
 People Management	Manage and Develop People	Advanced
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	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	<ul style="list-style-type: none"> 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

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 • Maintain a high level of personal motivation • Take the initiative and act in a decisive way
Relationships Communicate Effectively	Adept	<ul style="list-style-type: none"> • Tailor communication to the audience • Clearly explain complex concepts and arguments to individuals and groups • Monitor own and others' non-verbal cues and adapt where necessary • Create opportunities for others to be heard • Actively listen to others and clarify own understanding • Write fluently in a range of styles and formats
Relationships Commit to Customer Service	Advanced	<ul style="list-style-type: none"> • Promote a culture of quality customer service in the organisation • Initiate and develop partnerships with customers to define and evaluate service performance outcomes • Promote and manage alliances within the organisation and across the public, private and community sectors • Liaise with senior stakeholders on key issues and provide expert and influential advice • Identify and incorporate the interests and needs of customers in business process design • Ensure that the organisation's systems, processes, policies and programs respond to customer needs
Results Plan and Prioritise	Adept	<ul style="list-style-type: none"> • Take into account future aims and goals of the team/unit and organisation when prioritising own and others' work • Initiate, prioritise, consult on and develop team/unit goals, strategies and plans • Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/unit objectives and initiate appropriate responses • Ensure current work plans and activities support and are consistent with organisational change initiatives • Evaluate achievements and adjust future plans accordingly
Results Think and Solve Problems	Adept	<ul style="list-style-type: none"> • Research and analyse information, identify interrelationships and make recommendations based on relevant evidence

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> • Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of option • Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness • Identify and share business process improvements to enhance effectiveness
Results Demonstrate Accountability	Adept	<ul style="list-style-type: none"> • Assess work outcomes and identify and share learnings to inform future actions • Ensure that actions of self and others are focused on achieving organisational outcomes • Exercise delegations responsibly • Understand and apply high standards of financial probity with public monies and other resources • Identify and implement safe work practices, taking a systematic risk management approach to ensure health and safety of self and others • Conduct and report on quality control audits • Identify risks to successful achievement of goals, and take appropriate steps to mitigate those risks
Business Enablers Project Management	Adept	<ul style="list-style-type: none"> • Prepare clear project proposals and define scope and goals in measurable terms • Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements • Prepare accurate estimates of costs and resources required for more complex projects • Communicate the project strategy and its expected benefits to others • Monitor the completion of project milestones against goals and initiate amendments where necessary • Evaluate progress and identify improvements to inform future projects
People Management Manage and Develop People	Advanced	<ul style="list-style-type: none"> • Refine roles and responsibilities over time to achieve better business outcomes • Recognise talent, develop team capability and undertake succession planning • Coach and mentor staff and encourage professional development and continuous learning • Provide timely, constructive and objective feedback to staff • Address and resolve team and individual performance issues, including serious unsatisfactory performance, in a timely and effective way • Implement performance development frameworks to align workforce capability with the organisation's current and future priorities and objectives