

Role Description

Industry Vet



Agency	Greyhound Welfare and Integrity Commission
Division/Branch/Unit	Welfare
Location	Statewide - various locations across NSW
Classification/Grade/Band	Professional Officer Grade 6
Job Family	
Role Number	TBA
ANZSCO Code	234711
PCAT Code	1119192
Date of Approval	October 2017

Agency overview

The Greyhound Welfare and Integrity Commission is an independent statutory body, constituted by the Greyhound Racing Act 2017. The Greyhound Welfare and Integrity Commission is responsible for the supervision and regulation of the NSW greyhound racing industry, including upholding high animal welfare standards, overseeing the integrity of greyhound racing, and monitoring and enforcing compliance with its regulations.

The Greyhound Welfare and Integrity Commission will play a vital role in rebuilding trust in the NSW greyhound racing industry through the development and implementation of an enforceable code of practice for greyhound welfare, review of the Greyhound Racing Rules, development and operation of whole of life cycle tracking system for greyhounds and a comprehensive licensing and accreditation scheme for industry participants.

Primary purpose of the role

The Industry Veterinarian provides veterinary services (regulatory) and expert advice to ensure that greyhounds competing in greyhound racing in NSW are physically suitable to compete. The role also ensures that greyhounds presented for racing are free of prohibited substances in accordance with the relevant legislation, and that the health and welfare of racing greyhounds is protected.

Key accountabilities

- Act as an independent advisor at greyhound race meetings throughout NSW and provide appropriate, professional veterinary services.
- Examine greyhounds due to participate in racing meetings and advise Stewards regarding their suitability to race.
- Provide advice to Stewards and other relevant industry stakeholders on issues pertaining to the health and welfare of greyhounds, relevant legislation, and compliance with drug control regulations
- Conduct out of competition testing, kennel inspections, and other related activities as directed

- Provide timely and accurate advice to the Chief Veterinary Officer to guide the continuous improvement of veterinary services provided at NSW greyhound race meetings
- Contribute to the development of policies and procedures regarding greyhound health and welfare
- Contribute research and analysis on specific issues towards the preparation of discussion papers, reports, briefs, media releases and articles
- Contribute to education and training initiatives aimed at industry participants and greyhound owners

Key challenges

- Making clinical decisions rapidly and under scrutiny from industry participants and other key stakeholders whilst building and maintaining respect, trust and cooperation with industry
- Managing conflicting expectations to ensure that animal welfare and integrity are of the highest priority
- Keeping up to date with professional, technological and industry developments to ensure the delivery of good practice veterinary decisions

Key relationships

Who	Why
Ministerial	
Internal	
Chief Veterinary Officer	<ul style="list-style-type: none"> • Brief, consult and report on key animal health, welfare and integrity issues of strategic and operational significance • Receive professional guidance and support • Receive feedback regarding performance
Stewards	<ul style="list-style-type: none"> • Provide advice on issues pertaining to the health and welfare of greyhounds, their suitability to race, and compliance with drug control regulations
Commission Staff	<ul style="list-style-type: none"> • Maintain positive and cooperative relationships • Provide veterinary advice to assist with industry participant inquiries and policy development
External	
Animal welfare bodies such as the RSCPA, Animal Welfare League	<ul style="list-style-type: none"> • Build and maintain effective working relationships and networks to facilitate appropriate information sharing
Greyhound Racing NSW	<ul style="list-style-type: none"> • Collaborate on complementary initiatives to drive culture and behavioural change throughout the industry and to ensure the welfare of animals; Ensure compliance with standards and policy
Controlling bodies, regulators, law enforcement agencies, Racing Clubs, Industry Participants, and other Stakeholders	<ul style="list-style-type: none"> • Consult, advise and educate to promote the integrity of the sport and encourage awareness of welfare responsibilities
Industry participants	<ul style="list-style-type: none"> • Consult, advise and educate to promote the integrity of the sport and encourage awareness of welfare responsibilities

Role dimensions

Decision making

- Exercises judgement and initiative in prioritising and resolving day-to-day issues in accordance with animal health and welfare requirements, Commission operational guidelines, industry Codes of Practice, rules and regulations
- Provides high quality, consistent veterinary services, ensures integrity, transparency and evidence-based good practice
- Prepares high quality, independent information reports, analyses, briefings and other forms of written advice in final form; information may be reviewed prior to external release (e.g. media, inquiries, etc.)

Reporting line

Manager Veterinary Services

Direct reports

No direct reports

Budget/Expenditure

NIL

Essential requirements

- Degree in Veterinary Science, from a recognized tertiary institution or the equivalent academic qualification that meet the requirements for registration as a Veterinarian in NSW.
- While not a pre-requisite for this role, clinical and/or racetrack experience with greyhounds is highly desirable.
- Employees of the Commission will be required to sign a conflict of interest form. You may be precluded from consideration for this role if you have been an industry participant, or have direct or close relationships with the industry and industry participants. An industry participant includes; persons licensed by GRNSW, members and employees of clubs, and any person involved in the promotion of the commercial objectives of GRNSW.

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	Advanced
	Manage Self	Advanced
	Value Diversity	Adept
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	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	Adept
	Procurement and Contract Management	Adept
	Project Management	Adept

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 Display Resilience and Courage	Adept	<ul style="list-style-type: none"> • Be flexible, show initiative and respond quickly when situations change • Give frank and honest feedback/advice • Listen when ideas are challenges, seek to understand the nature of the criticism and respond constructively • Raise and work through challenging issues and seek alternatives • Keep control of own emotions and stay clam under pressure and in challenging situations
Personal Attributes Act with Integrity	Advanced	<ul style="list-style-type: none"> • Model the highest standards of ethical behaviour and reinforce them in others

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> • Represent the organisation in an honest, ethical and professional way and set an example for others to follow • Ensure that others have a working understanding of the legislation and policy framework within which they operate • Promote a culture of integrity and professionalism within the organisation and in dealing external to government • Monitor ethical practices, standards and systems and reinforce their use • Act on reported breaches of rules, policies and guidelines
Relationships Commit to Customer Service	Adept	<ul style="list-style-type: none"> • Take responsibility for delivering high quality customer-focused services • Understand customer perspectives and ensure responsiveness to their needs • Identify customer service needs and implement solutions • Find opportunities to co-operate with internal and external parties to improve outcomes for customers • Maintain relationships with key customers in area of expertise • Connect and collaborate with relevant stakeholders within the community
Relationships Work Collaboratively	Adept	<ul style="list-style-type: none"> • Encourage a culture of recognising the value of collaboration • Build co-operation and overcome barriers to information sharing and communications across team/units • Share lessons learned across teams/units • Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work
Relationships Influence and Negotiate	Advanced	<ul style="list-style-type: none"> • Influence others with a fair and considered approach and present persuasive counter-arguments • Work towards mutually beneficial win/win outcomes • Show sensitivity and understanding in resolving acute and complex conflicts • Identify key stakeholders and gain their support in advance • Establish a clear negotiation position based on research, a firm grasp of key issues, likely arguments, points of difference and areas for compromise • Pre-empt and minimise conflict within the organisation and with external stakeholders
Results Plan and Prioritise	Adept	<ul style="list-style-type: none"> • Understand the links between the business unit, organisation and the whole-of-government agenda • Ensure business plan goals are clear and appropriate including contingency provisions • Monitor progress of initiatives and make necessary adjustments • Anticipate and assess the impact of changes, such as government policy/economic conditions, to business plans and initiatives and respond appropriately

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> Consider the implications of a wider range of complex business priorities when necessary Undertake planning to transition the organisation through change initiatives and evaluate progress and outcomes to inform future planning
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 Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of options Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness Identify and share business process improvement to enhance effectiveness
Business Enablers Project Management	Adept	<ul style="list-style-type: none"> Prepare clear project proposal 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