



WWT Wetlands for life

Job Description

Post: Veterinary Pathologist

Grade: 9

Directorate: Operations

Location: Slimbridge

Reporting to: Head of Living Collections

Main function of post: The post holder will conduct post-mortem examinations and provide pathological diagnostic investigations for WWT's seven animal collections, and continue to support WWT's long-term wild bird health surveillance programme. In addition to support the Animal Health Team by providing advice and support to WWT centres regarding animal health management, conduct clinical veterinary work and ensure WWT's compliance with the Zoo Licensing Act 1981.

Supervisory responsibilities: Volunteers, placement & research students.

Hours worked: Normal working hours will be 37.5 hours a week. In addition to normal hours of work, this role is required to work those hours necessary to fulfil the requirements of the position to the satisfaction of the Trust.

Working pattern: Working 5 days out of 7. To include bank holidays and weekends as part of a 24 hour on-call rota as a member of the Animal Health team.

Main duties of the post

1. In conjunction with the Animal Health team, be responsible for the daily healthcare of all animals in WWT's seven living collections. Undertake veterinary inspections at specific WWT centres to ensure best practice is being adhered to.
2. As part of the Animal Health team, ensure that the preventative medicine programme of WWT's living collections is carried out routinely e.g. vaccination, anthelmintic treatment and health screening.
3. Responsibility for post-mortem examinations; to undertake gross post-mortem examinations of all collection and wild animals at WWT centres, submitting the appropriate samples for further laboratory analysis as necessary. Consulting with animal care staff over the causes of death and advising them of the appropriate courses of action, plus formal reporting to WWT centres and other staff.
4. Maintain comprehensive and accurate animal health records including management of WWT's post-mortem database, ensuring periodic reviews of health data to help direct preventative health management measures.

5. Maintain WWT's long-term wild bird surveillance programme by undertaking diagnostic pathology of wild birds submitted from across the UK.
6. As part of the Animal Health team, oversee the translocation of animals to other WWT centres or external collections by advising on the health management pre and post move.
7. As part of the Animal Health team, assess plans and developments for new animal exhibits for their functionality and practicality, including advice on the veterinary support, knowledge and facilities required to support such projects.
8. Be responsible for the management of the veterinary treatment and pathology rooms, including the safe and legal disposal of healthcare waste, medicines, animal by-products and used laboratory chemicals from WWT Slimbridge.
9. Assist with the work of the conservation science department by supporting research and surveillance projects as and when required e.g. conducting post-mortem examinations, taking clinical samples or radiographing wild birds during catch events.
10. Engage with WWT's internal communication channels keeping yourself informed and up to date with the progress that WWT is making and the work that we undertake to save wetlands for wildlife and people.
11. To comply with WWT's Safety Management processes and procedures at all times and contribute to WWT's positive safety management culture.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, from time to time.

Date raised: March 2016

Amended: October 2018

Person Specification

1. Qualifications

Essential:

- Veterinary Degree
- Membership of the Royal College of Veterinary Surgeons

Desirable:

- A post graduate qualification in veterinary pathology or zoo, wild and exotic animal medicine

2. Experience

Essential:

- Demonstrable experience of work in a busy veterinary pathology environment including work with exotic species
- Clinical pathology skills (e.g. parasitology, haematology, biochemistry, bacteriology, cytology)
- Clinical experience with zoo, wild and exotic animals
- Computer literate and familiar with MS Office packages (Outlook, Excel, Access)
- Ability to work alongside multi-disciplined teams in fast moving environments
- Good verbal and written communication skills
- Ability to manage and prioritise workload

Desirable:

- Avian pathology experience
- Familiar with ZIMS (Species360)
- Knowledge of Balai, Zoo Licensing and other relevant animal health legislation
- Knowledge and an interest in conservation issues
- Veterinary fieldwork experience

3. Managerial & Supervisory

Essential:

- Ability to supervise the implementation of the preventative health care management program for WWT's centres
- Manage post-mortem health screening programs for wild and captive populations
- Supervise and facilitate the medical and surgical treatment of animals in the living collections as necessary
- Ability to supervise the work of volunteers, placement & research students

Type of staff	Number managed	Number supervised
Employed Staff	0	0-2
Volunteers / Casual Workers	0-4	0
Contractors	0	0

4. Responsibility

Essential:

- Health care of living collections and knowledge of disease conditions which may impact on the health of captive and wild animal populations
- Compliance with Zoo License legislation
- To communicate clearly and concisely to the other members of WWT's animal health team to enable consistency of care and advice regarding animal treatments.
- To be able to work safely and manage the appropriate paperwork for compliance
- Be aware of the latest advances in veterinary care and animal husbandry

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (exc. payroll)	£3K
Cash Handling	N/A
Assets (required for job, exc. buildings)	£50K
Visitors (per annum)	N/A

5. Creative Ability

Essential:

- Ability to make quick decisions in fast-paced situations where the health and welfare of animals or people may be at risk
- A creative thinker who researches, develops and implements innovative methods and ideas depending on the situation
- Ability to apply specialist knowledge to different situations
- Ability to research and (as far as possible) resolve animal health issues

Desirable:

- Ability to understand the health and welfare implications of new developments and projects including the environmental needs of the proposed taxa

- Ability to communicate clearly through reports suitable for a range of both internal and external audiences

6. Contact

Essential:

- Ability to communicate medical diagnoses and treatment plans/or other requirements to the animal care staff and conservation teams
- Ability to communicate quickly and concisely with staff at all levels both internally and externally
- Communicate with external agencies including government veterinary officers and scientific organisations regarding new legislation, animal health issues or zoo licensing compliance
- Good networking skills at both national and international veterinary level
- Possess a positive can-do attitude
- Represent the WWT at external or internal meetings as an ambassador for the WWT
- Communicate the latest medical and husbandry techniques to WWT centre teams

Desirable:

- Ability to communicate with the media in a variety of situations
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General Notes

This position will from time to time require work during some evenings, weekends and public holidays to meet the needs of the post.

Whilst this post is based at WWT Slimbridge, some travel may be necessary therefore a current driving licence is essential as is willingness to travel to other WWT Wetland Centres.