



Position Title: Veterinary Anatomical Pathologist

Reports To: COO

Functional Relationships: All Staff, Veterinary Clients, Ministry for Primary Industries (MPI), Research Clients, Accreditation Organisations, Suppliers, and Collaborative Laboratories.

Position Purpose

To provide high-quality diagnostic anatomical pathology services that support VetPath NZ's mission of delivering fast, reliable, and expert veterinary diagnostics. The role contributes to the laboratory's scientific excellence, quality standards, and client partnerships by providing accurate, timely, and meaningful diagnostic interpretations.

Key Responsibilities

Diagnostic and Technical Duties

- Perform gross and histopathological examinations of biopsy and necropsy submissions across companion animal, production animal, and wildlife species.
- Interpret microscopic findings, integrate with clinical and gross pathology observations, and produce clear, comprehensive diagnostic reports within agreed timeframes.
- Communicate the significance of findings to veterinary clients and other stakeholders, ensuring results are clinically relevant and actionable.
- Conduct necropsies in accordance with laboratory protocols and health & safety requirements.
- Participate in histopathology consultations, peer reviews, and case discussions to ensure diagnostic consistency and quality.
- Provide scientific guidance to laboratory technicians to ensure accuracy, compliance with protocols, and continuous technical improvement.

- Support the validation, development, and optimisation of new methods and workflows to expand the laboratory's diagnostic capabilities.

Quality, Compliance, and Continuous Improvement

- Maintain compliance with ISO/IEC 17025 and MPI-approved standards for veterinary diagnostic testing.
- Participate in internal and external quality assurance programmes.
- Identify and contribute ideas for continuous improvement of laboratory processes, communication, and scientific outcomes.
- Comply with all VetPath NZ policies, procedures, and documentation standards.
- Support audits, corrective actions, and surveillance contract obligations as required.

Collaboration and Communication

- Build strong, professional relationships with veterinary clients, ensuring excellent communication and scientific support.
- Collaborate closely with internal teams (Microbiology, Serology, Molecular, Virology, and Trace Elements) to deliver integrated diagnostic services.
- Contribute to internal education, training, and team development initiatives.
- Participate in the preparation of client newsletters, case studies, and educational resources.

Health and Safety

- Comply with all health and safety policies, procedures, and legislative requirements.
- Identify hazards, document control plans, and ensure safe laboratory practices at all times.
- Participate in incident reporting, emergency response, and continuous safety improvement.
- Seek advice before commencing any unfamiliar work practice to ensure personal and team safety.

Qualifications and Experience

- Essential:
 - BVSc, DVM, VMD, or equivalent degree eligible for registration with the Veterinary Council of New Zealand (VCNZ).

- Formal training in veterinary anatomical pathology (residency or equivalent postgraduate qualification).
- Board certification (ACVP, ECVP, or ANZCVS Fellowship in Pathology), or eligibility and active progress toward certification.
- Demonstrated diagnostic experience in histopathology and necropsy.
- Excellent written and verbal communication skills.
- Desirable:
 - Experience in diagnostic laboratory operations, quality systems, or accreditation processes (ISO 17025, MPI 154.02.17).
 - Experience contributing to surveillance or research contracts.
 - Familiarity with digital pathology and laboratory information management systems (LIMS).

Key Attributes

- Strong scientific integrity, accuracy, and attention to detail.
- Ability to manage competing priorities and meet turnaround expectations.
- Collegial, proactive, and solutions-focused approach to teamwork.
- Commitment to professional growth and continuous learning.
- Enthusiasm for contributing to a proudly New Zealand-owned, independent veterinary laboratory.