

Position Description- Veterinary Pathologist



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| Position Title: | Veterinary Pathologist |
| Report To: | Laboratory Manager |
| Location: | Auckland/Dunedin |

Functional Relationships:

Internal:

General Manager
 Laboratory Manager
 Other Awanui Veterinary pathologists
 Other Awanui Veterinary and Awanui Group staff

External

Veterinary and other customers
 Other laboratories and veterinary organisations
 Veterinary and agricultural organisations

Primary Objectives:

The position is responsible for providing veterinary diagnostic, pathology and advisory services to Awanui Veterinary customers that will assist them to diagnose disease and promote health in a wide range of animal species.

Work collaboratively with other Awanui Veterinary staff towards the success of the company.

Strive to ensure services are delivered to a professional standard and maintain a positive and cooperative attitude towards customers, management and team members.

Maintain and develop the laboratory business and services.

Demonstrate behaviour that reflects integrity, supports objectivity, and fosters trust within the industry.

Respect and protect the legal and personal rights of customers, in particular maintaining strict confidentiality in relation to case and customer information.

| Key Tasks & Accountabilities | Performance Measures |
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| <p>Conduct diagnostic investigations</p> | <ul style="list-style-type: none"> Perform histopathology, necropsies, cytology, or blood film reviews as relevant to qualifications and/or experience. Validate and interpret diagnostic test results. Identify and investigate anomalous or unexpected results with the relevant department or entity, initiating corrective action where necessary. Plan and organise work to meet reporting needs of customers using documented procedures as appropriate. |

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| | <ul style="list-style-type: none"> • Refer to reference literature and use the Awanui Veterinary pathologist network to assist interpretation on unusual cases. • Assist with other veterinary-related advice customers may request. • Collaborate with standardisation of results and interpretations. • Where applicable provide pathology services for researchers and pre-clinical drug/device safety assessment. • Where applicable provide pathology, diagnostic interpretations and forensic services to the SPCA, Police and MPI. |
| Contribute to disease surveillance and biosecurity of the agricultural industry in NZ. | <ul style="list-style-type: none"> • Carry out procedures in accordance with the relevant Awanui Veterinary manual. • Code and finalise diagnostic findings according to documented MPI criteria. • Report unusual and suspect exotic disease cases using official MPI channels. • Actively read case histories scanning for descriptions of concern for, or mention of, potential exotic disease. • Know how to implement decontamination and containment procedures for suspect exotic disease cases. |
| Customer Services: | <ul style="list-style-type: none"> • Liaise with Customers and exercise judgement in selecting/advising on appropriate tests and procedures in order to fulfil Customers' requirements. • Report all Customer complaints to the Quality Manager, by completion of Quality Incident Forms, or email. • If appropriate, seek advice from other pathologists and technical staff in response to customer requests. • Deliver a professional, high-quality service which meets the required turnaround times. • Communicate in a professional, positive and effective manner with all staff and customers. Ensure customers receive a courteous and prompt response to their enquiries. |
| General Support: | <ul style="list-style-type: none"> • Assist Managers to help identify any workflow improvements and support with the evaluations of capital investments that will improve workflows. • Has a general understanding of the business performance and market changes, and provide input, ideas and recommendations of where to improve services and the delivery of the services. |
| Quality Management: | <ul style="list-style-type: none"> • Understand the quality management procedures. • Follow the relevant documented procedures. (SOPs) • Report on areas where QA procedures and practice could be improved. |

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| | <ul style="list-style-type: none"> • Ensure that all non-compliances are reported and acted upon in a timely manner, and that Quality Improvement forms and CARs are completed in a timely manner. • When participating in GLP studies have an understanding of the procedures and standards required with GLP studies. |
| Staff Relationships | <ul style="list-style-type: none"> • Attend and contribute to staff meetings as applicable. • Participate in pathologist meetings and if required at management team meetings. • Treat staff with care and respect. • Contribute to a positive work culture and environment. • Actively uphold company policies and procedures. |
| Training / Continuing Education: | <ul style="list-style-type: none"> • Keep up to date with scientific developments appropriate to areas of specialty and interest. • Identify and participate in training opportunities. • Contribute to the improvement of existing diagnostic methods or technology, and the introduction of new tests. • Write articles for veterinary publications, such as Vetscript, Awanui Veterinary newsletters, CPD events or veterinary branch interest groups. • Contribute to client continuing education. |
| Health & Safety: | <ul style="list-style-type: none"> • Take responsibility for personal health and safety and the health and safety of other staff and visitors. • Understand and comply with all health and safety requirements and practices detailed in the Health & Safety Manual and Standard Operating Procedures. • Alert the Laboratory Manager or H&S Officer of potential hazards and recommend improvements to ensure H&S compliance is achieved. • Report all hazards, accidents or near misses to the appropriate manager and in the relevant system (e.g. "Mango") and endeavour to ensure any necessary corrective actions are completed. • Practice safe work methods using appropriate safety equipment. • Minimise hazards in handling biological specimens. |

Personal Specifications:

- A veterinary degree suitable for registration with the New Zealand Veterinary Council
- Where possible hold a post-graduate and/or specialist qualification in Veterinary Pathology (such as ACVP, ECVP, MANZCVS, FANZCVS)

- Remains registered with the NZ Veterinary Council
- Knowledge and experience of veterinary laboratory diagnostics and pathology procedures
- Awareness of principles of ISO 17025 and/ or OECD GLP
- Competency with laboratory information systems, and Microsoft applications relevant to the position
- Commitment to providing a high-quality laboratory service, anticipating and responding to client needs
- Disciplined and self-motivated with a positive approach to work
- Effective interpersonal skills and be able to work as part of a team
- Able to train staff to the required level of competence
- Effective time management skills
- Prioritise work and meet deadlines
- Excellent verbal and written communication

In addition to the tasks outlined above the employee shall undertake any other work reasonably required by the employer, where such work is derived to be part of the employer’s business and provided that the employer assessed the employee as having the skills required to undertake such work.

To ensure the details outlined in the position description are consistent with the services provided, the content of this position description may be subject to review from time to time and may therefore be revised in consultation with the employee.

Signed by the employee to signify that the position description details are correct.

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| Name: | Laboratory: |
| Signed: | Date: |