

SHAPING AN
AWESOME
HAMILTON

Zoo Associate Veterinarian

VENUES, TOURISM AND EVENTS

WHY WE ARE HERE

We are an organisation with a clear purpose – **to improve the wellbeing of Hamiltonians**. Our people are at the heart of everything we do. We need players on our team who think differently, act with integrity and work together to deliver world-class outcomes for our community. We need players who understand that mindset is the foundation of their performance.

WHY THIS ROLE EXISTS

This position sits within the Hamilton Zoo, part of Council's Venues, Tourism and Events Group. The purpose of this group is to deliver thriving events, attractions, and destinations to make Hamilton a more attractive and liveable city. The Hamilton Zoo Team undertakes a range of practical and planning duties involved in best practices of modern zoological veterinary medicine, contributing to a progressive facility which provides an excellent service to its community.

WHAT YOU WILL DO

Under the direction of the Head Veterinarian, the Associate Veterinarian will have shared responsibility for providing comprehensive clinical care for the animals at the zoo and native wildlife that present for rehabilitative care.

General responsibilities include providing routine preventive and emergency health care, surgery, diagnostics, treatments, post-mortem examination, and biosecurity for imports/exports. We work to maximize individual animal welfare. We have all necessary equipment for basic and advanced anesthetic monitoring and diagnostic techniques, including rigid and flexible endoscopy, digital radiography, and ultrasound.

In addition to this, the Associate Veterinarian will oversee and direct veterinary nursing staff as they assist during clinical procedures. They will mentor and provide continuing education and learning opportunities for Veterinary Nurses. They will also proactively contribute to veterinary research, publications, conservation management and positioning Hamilton Zoo as a credible voice to be heard.

In addition to the specific duties listed in the role description, the Associate Veterinarian will be expected to carry out any other duties which may reasonably be requested to assist with the Zoo's achievement of its aims and objectives. Weekend work will be required.

YOU BRING TO THE ROLE

- A proven track record of thinking differently, acting with integrity, excellent communication, and process improvement.
- Proven leadership skills with demonstrated ability to articulate the corporate vision and take people on a change journey.
- Self-awareness that mindset is the foundation of performance and an ability to develop self and others in this regard.

Essential

- Veterinary qualification recognised and current in NZ (or the ability to obtain it).
- Confidence in providing support to Zookeepers with respect to animal health and husbandry.
- Full NZ drivers' license (or the ability to obtain it).
- Ability to work collaboratively in a team environment.
- Excellent time management, able to work consistently to schedules.
- Strong computer skills in Microsoft applications and web-based research.

Preferred

- Veterinary experience with Zoo Animals and/or Wildlife of at least 3 years.
- Previous native and exotic animal veterinary care experience.
- Demonstrate an understanding of best practices in modern zoological veterinary medicine.
- An understanding of the zoo industry, its philosophies and captive animal management practices.
- Experience with ZIMS software.

NOTE: THIS POSITION DESCRIPTION IS A BROAD OUTLINE OF THE KEY ACTIVITIES AND RESPONSIBILITIES FOR THIS POSITION. KEY RESPONSIBILITIES MAY VARY FROM TIME TO TIME, AT THE REQUEST OF THE MANAGER TO ACCOMMODATE THE OPERATIONAL NEEDS OF THE TEAM.

KEY OUTCOMES

Some of the **key outcomes** for this role include:

Animal Health Management

- Provide clinical care to the Zoo's animals and native wildlife to a very high standard, including development of diagnostic and treatment plans for ill animals; administration of or close supervision of clinical treatments administered by designated staff; management of the sedation or anesthesia of animals as required to perform diagnostics and treatments; and performance of necessary and elective surgeries. This care will meet legislative requirements under the Ministry of Primary Industries (MPI) Code of Animal Welfare and Department of Conservation wildlife management requirements, as well as the standards of the Zoo Aquarium Association Australasia (ZAA), World Association of Zoos and Aquariums (WAZA), and NZ Veterinary Council Codes of Practice.
- Necropsy of dead animals, both Zoo animals and wildlife, as required.
- Accompany animals during transport to or from Hamilton Zoo when necessary.
- Review and, where appropriate recommend up-dates or changes to practices and procedures associated with the animal's health in collaboration with Zoo Head Veterinarian, Animal Curators, and Animal Care Team Leaders. Work collaboratively with the Veterinary Team and Zoo staff to ensure such practices and procedures are of a consistently high standard across the Zoo. Consults with other zoo staff as needed regarding exhibit design, landscaping, and husbandry practices.

Preventative Healthcare

- Assist in planning and implementation of the preventative health programme including

performance of routine health evaluations, vaccination, disease screening, identification and treatment of parasites, and contraception of Zoo animals.

- Assist in planning and implementation of infectious disease control.
- Works with other Zoo staff to encourage natural behaviors in zoo animals and participates in behavioral training of animals for clinical procedures.
- Be involved in Zoo isolation and quarantine procedures in accordance with Hamilton Zoo and MPI standards.

Animal Records

- Ensure detailed record keeping of all clinical cases in ZIMS with the support of the Veterinary Nurses and Animal Records Officer.
- Contribute to routine administrative tasks and maintain all required records to an acceptable standard.

Teaching

- Assist Head Veterinarian in providing continuing education to all members of the veterinary team.
- Assist Head Veterinarian and Nurse in providing lectures and/or workshops to Zoo staff about veterinary medicine and husbandry, diseases, zoonosis, animal handling, emergency immobilisation procedures, etc.
- Participate in case rounds and daily procedure planning.
- Undergo continuous professional development as required by the NZ Veterinary Council in line with developing skills and experiences.

Teamwork

- Support Head Veterinarian to lead and motivate staff with the aim of working as part of a multi-disciplinary team, particularly in clinical situations.
- Contribute productively to a culture where staff are respected and valued through demonstration of the vision and values of Hamilton Zoo, thus supporting a positive culture of professionalism and safety with shared values.
- Lead the way in excellence in animal care and earn respect from the team for professional integrity and by behaving in ways that reinforce the values of Hamilton Zoo.
- Liaises with veterinary staff and Animal Operations staff on husbandry aspects of clinical cases.

- Where appropriate, liaise directly with Animal Operations Team Leaders.
- Assist with developing diets, routines, and SOPs as required
- Contribute to routine administrative tasks and maintain all required records to an acceptable standard.
- Maintain Knowledge of SOPs, ensure work is carried out in line with SOPs, and provide feedback on these and proactive suggestions for change as required.
- Assist Head Veterinarian with all operational aspects of veterinary program.

Health and Safety

- Adhere to Health and Safety policies and procedures, enabling a safe and healthy work environment for all workers and members of the public.
- Participate in meetings, training and other health and safety activities.
- Ensure any hazardous conditions, near misses, injuries and accidents are reported immediately to Safety and Assets Manager, Head Nurse, and/or Head Veterinarian.
- Demonstrate a clear understanding of the safety precaution necessary when dealing with dangerous animals and hazardous veterinary drugs and equipment.

Organisational contribution

- Contributes to special projects as required.
- Improves work processes and systems.
- Actively participate, comply, and engage in all health and safety activities, policies, and practices including Civil Defence.

HOW YOU WILL DO THIS

Our team culture is critical to our success. It's vital everyone who joins our team is an ambassador for our values, so together we can drive the best possible outcomes for our community.