

Post Details		Last Updated: 13/03/2016	
Faculty/Administrative/Service Department	Faculty of Health and Medical Sciences School of Veterinary Medicine		
Job Title	Anatomic Veterinary Pathologist		
Job Family	Professional Services	Job Level	
Responsible to	Head of Veterinary Pathology		
Responsible for (Staff)	n/a		
<u>Job Purpose Statement</u>			
To work as a diagnostic anatomic veterinary pathologist providing, surveillance, gross and histopathological support within the pathology team in the Department of Pathology and Infectious Diseases and within the Surrey Veterinary Pathology Centre.			
<u>Key Responsibilities</u> This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities (5 to 8 maximum)			
<ol style="list-style-type: none"> 1. To undertake diagnostic veterinary pathology (<i>post-mortem</i> examinations and histopathology). 2. To develop working relationships with local veterinary practices in order to generate a clinical case load and research links. 3. To work with colleagues in the Veterinary Pathology Centre to ensure that at all times the Centre complies with the standards of the relevant regulatory bodies. 4. To provide consultant pathology support to the veterinary surveillance team. 5. There may be an opportunity to support the team in their research and teaching <p>N.B. The above list is not exhaustive.</p>			
All staff are expected to:			
<ul style="list-style-type: none"> • Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the University of Surrey Equal Opportunities Policy. • Work to achieve the aims of our Environmental Policy and promote awareness to colleagues and students. • Follow University/departmental policies and working practices in ensuring that no breaches of information security result from their actions. • Ensure they are aware of and abide by all relevant University Regulations and Policies relevant to the role. • Undertake such other duties within the scope of the post as may be requested by your Manager. • Work supportively with colleagues, operating in a collegiate manner at all times. 			
Help maintain a safe working environment by:			
<ul style="list-style-type: none"> • Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand. • Following local codes of safe working practices and the University of Surrey Health and Safety Policy. 			
<u>Elements of the Role</u>			
This section outlines some of the key elements of the role, which allow this role to be evaluated within the University's structure. It provides an overview of what is expected from the post holder in the day-to-day operation of the role.			
<u>Planning and Organising</u>			
<ul style="list-style-type: none"> • The post holder must be organised and able to work independently and as part of a team. The post holder will be required to prioritise their clinical case load and ensure that cases are completed within specified deadlines in accordance with the VPC standards. The post holder will need to ensure that they are able to effectively time manage undertaking diverse tasks in the working week 			
<u>Problem Solving and Decision Making</u>			
<ul style="list-style-type: none"> • The post holder will be required to be a natural problem solver and this will form a significant part of their role. They will be required to make decisions on clinical cases, prioritise work and ensure that the service in their area runs smoothly. • The post holder will be expected to use their clinical knowledge to make diagnostic decisions. In addition, the post holder will need to make decisions on prioritisation of work and the nature of work that can be undertaken within the veterinary pathology centre. This will include assessing safety and workloads. 			
<u>Continuous Improvement</u>			
<ul style="list-style-type: none"> • The post holder will be expected to keep up-to-date with developments in their area of expertise through CPD and ensure that the CPD is suitable for the RCVS registration requirements. • The post holder will be required to ensure that there is continuous improvement with regard to the quality of service provided by the Veterinary Pathology Centre. 			

- The post holder will also be responsible for ensuring that the VPC is undertaking the most appropriate and up to date tests.

Accountability

- The post holder must be able to work as an independent veterinary pathologist, but must be prepared to consult with colleagues at all times.
- The post holder will be responsible for the *post-mortems* and histopathology that they perform and the associate reports and diagnosis.
- The post holder will be responsible and will have discretion to direct resource to ensure that the service runs smoothly. However, they must consult with the relevant line managers before re-directing staff resource.

Supplementary Information

- The post holder will be part of the department of pathology and infectious diseases and the Veterinary Pathology Centre and as such will be required to participate fully in departmental activities and work as a team to achieve the goals of the department of PID and the VPC.

Person Specification This section describes the sum total of knowledge, experience & competence required by the post holder that is necessary for standard acceptable performance in carrying out this role.

Qualifications and Professional Memberships

Higher National Diploma (HND), University degree, possibly with a professional qualification plus broad work experience in a relevant technical/scientific field; or

E

Substantial vocational and relevant management experience in a relevant technical or scientific role

Board Certified in Veterinary Pathology (ACVP/ECVP or FRCPath)

E

Registered with the Royal College of Veterinary Surgeons (MRCVS/FRCVS)

E

Technical Competencies (Experience and Knowledge) This section contains the level of competency required to carry out the role (please refer to the Competency Framework for clarification where needed and the Job Matching Guidance).

**Essential/
Desirable**

**Level
1-3**

Evidence of working in a commercial environment

E

2

Clinical veterinary experience

D

3

Significant experience of working independently as a diagnostic pathologist

E

3

Evidence of teaching experience in a Higher Education environment

D

2

Special Requirements:

**Essential/
Desirable**

Willingness to work outside normal office hours

E

Core Competencies This section contains the level of competency required to carry out this role. (Please refer to the competency framework for clarification where needed). n/a (not applicable) should be placed, where the competency is not a requirement of the grade.

**Level
1-3**

Communication

3

Adaptability / Flexibility

3

Customer/Client service and support

3

Planning and Organising

3

Continuous Improvement

3

Problem Solving and Decision Making Skills

3

Managing and Developing Performance

1

Creative and Analytical Thinking

2

Influencing, Persuasion and Negotiation Skills

2

Strategic Thinking & Leadership

1

This Job Purpose reflects the core activities of the post. As the Department/Faculty and the post holder develop, there will inevitably be some changes to the duties for which the post is responsible, and possibly to the emphasis of the post itself. The University expects that the post holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary.

Should significant changes to the Job Purpose become necessary, the post holder will be consulted and the changes reflected in a revised Job Purpose.

Organisational/Departmental Information & Key Relationships

Background Information

The Department of Pathology and Infectious Diseases (PID)

The Department of Pathology and Infectious Diseases (PID) brings together a multidisciplinary team of veterinary surgeons, microbiologists, pathologists and immunologists to understand host pathogen interactions in animals and humans. The focus is on understanding pathogen behaviour in the host and environment, with emphasis on new and emerging and zoonotic diseases including rabies, *Salmonella*, *Campylobacter*, *E. coli*, *Brachyspira*, bluetongue, classical swine fever, PRRS, Schmallenberg, MRSA and TB. The department has strong expertise in the area of vaccine development, Antimicrobial resistance, rapid diagnostics and probiotics.

Veterinary Pathology Centre

The University of Surrey has invested twelve million pounds in a state-of-the-art Veterinary Pathology Centre for teaching, research and commercial activity. The Pathology Centre provides teaching facilities for up to 75 students at a time and is equipped to enable training in animal unloading, clinical history taking, ante-mortem inspection, *post-mortem* examination and waste disposal. The main features of the facility are as follows:

1. Anatomy teaching hall for 75 students (CL2)
2. CL2 *post-mortem* facility for 30 students (5 tables)
3. CL3 *post-mortem* facility – teaching capacity for 10 people
4. 3D AV system for recording PME's
5. Viewing gallery for 30 students
6. Animal handling and lairage area
7. Histology and clinical pathology laboratories for 15 students each
8. Microscope room (multi-header) for 12 students
9. Teaching laboratories for 75 students (clinical skills and science)
10. 150 and 250 seated lecture theatres
11. 60 seated teaching room
12. 24 small group teaching rooms

The Veterinary Pathology Centre is and among the best veterinary pathology centres in the world in terms of its facilities, layout and capacity. Furthermore, with the new school of veterinary medicine and its close association with the NHS Surrey Pathology Services, the Pirbright Institute and the APHA there are excellent opportunities for training the veterinary pathologists of the future.

The Centre provides commercial gross *post-mortem* examination facilities for livestock, equines, exotics and companion animals at ACDP3 and SAPO3 containment levels. The Centre is equipped to handle live animals and carcasses and offers diagnostic histopathology and clinical pathology expertise through its team of six board certified veterinary pathologists.

The Centre is adjacent to the main School of Veterinary Medicine buildings and thus lecture facilities and catering facilities are easily accessible. Plentiful parking for visitors is also available. The veterinary pathology centre is also linked to the main building through its AV systems providing live 3D video links between the pathology Centre and the lecture theatres. All teaching sessions can be recorded and uploaded onto the University's secure virtual learning environment.

Relationships**Internal**

- The post holder will be expected to work closely with academics within the School of Veterinary Medicine and liaise closely with the surveillance team in order to provide a high class veterinary pathology service and teaching in the area of veterinary science.
- The post holder will also be expected to work closely with the pathology and teaching technical teams for the delivery of the diagnostic service and teaching.
- In particular the post holder will need to work closely with the other pathologists, the Head of Department and the Business Development Manager.

External

- The post holder will be expected to build relationships with the Veterinary Pathology Centres customers and be prepared to contact potential customers to encourage them to use Surrey. Customers may include veterinary practices, research organisations, universities and animal collections.