

JOB SPECIFICATION

Job Title:	Lead Veterinary Surgeon
Location:	Glasgow, Lanarkshire and Dumbarton
Reports To:	Veterinary Clinic Manager
Contacts:	Vet Services team, Head of Clinical Services & Veterinary Strategy (HoCS&VS), Patient Flow Co-Ordinator (PFC), Head Nurse, Veterinary Surgeons, members of the Public, Animal Rescue & Rehoming Centres (ARRCs), Inspectorate, Animal Helpline, External Agencies

Purpose of the Role:

To act as the accountable veterinary surgeon for the clinical service delivered to animals in Glasgow, Lanarkshire and Dumbarton. Through collaboration with external veterinary service delivery partners, the veterinary clinic manager, patient flow co-ordinator and HoCS&VS, ensure that efficient, high quality and pragmatic veterinary care is delivered to animals for which the Scottish SPCA is responsible.

To act as clinical support to external veterinary service delivery partners to assist with decision making surrounding complex case, or where society specific knowledge is required to create an appropriate treatment plan (e.g. Temporary Refuge). Working where required with the HoCS&VS to make final decisions on animal treatment plans across the whole Scottish SPCA network where required.

To provide clinical support and mentoring to the Veterinary Surgeon and Registered Veterinary Nurse team and develop a confident client and customer focussed clinical team, proficient in triage and prioritisation, maximising their role specific skills.

To provide a veterinary service to all animals connected with the Society, primarily animals that are on foster, and supporting external partners to provide service to animals brought into the Animal Rescue and Rehoming Centres (ARRCs). This will include stray and unwanted animals, animals that use the ARRCs boarding facilities where relevant, transferred animals from other ARRCs and animals that have recently been rehomed through the ARRC network.

Key Responsibilities:

- Model the Society's core values — Committed, Compassionate, Professional, Expert, Collaborative, and Adaptable — in all aspects of clinical and interpersonal work.
- Foster a culture of collaborative, interdepartmental teamwork that prioritises welfare-focused outcomes and exceptional client and stakeholder service.

- Communicate clearly and effectively with clients, members of the public, veterinary professionals, and regulatory authorities, using clinical judgement to tailor communication appropriately to the audience and situation.
- To support the veterinary team to create appropriate treatment plans for our animals which ultimately minimise time in care, relieve pain and discomfort, and support a life worth living, maximising chances of them finding a new home as soon as possible.
- Offer guidance and clinical expertise to external veterinary partners, managers, staff at ARRCs, and the wider public regarding the care of animals from various species. Be a reliable resource for complex animal welfare issues and veterinary care.
- Deliver high-quality outpatient clinical services to animals on foster or recently rehomed by the Society, ensuring they receive pragmatic, appropriate medical and surgical care. Focus on providing a positive experience for both animals and their owners/fosterers, addressing concerns and fostering trust with the public.
- Working with the Veterinary Clinic Manager, ensure efficient operating practices within the veterinary clinic and maximising the use of role specific skills within the team.
- Oversee and advise on complex clinical cases, particularly those involving Temporary Refuge animals. Provide expert advice and support for challenging medical conditions, ensuring the best outcomes for these animals.
- Participate in case reviews with regional operational managers, ARRC managers, the behaviour team, and foster teams. Develop strategies to reduce the time animals spend in care, ensuring they are rehomed or fostered as soon as possible without compromising their health and welfare.
- Assist the Patient Flow Coordinator and Head Nurse in coaching, mentoring, and developing the RVN and Student RVN teams. Act as the first point of escalation for clinical concerns arising from triage or initial assessment, providing guidance and support for the nursing team.
- Reviewing cases for discussion at departmental meetings and driving a culture of evidence based continuous improvement.
- Work with the Head of Clinical Services & Veterinary Strategy (HoCS&VS) to monitor and refine the Society's clinical frameworks and guidelines, ensuring they provide the best outcomes for animals and are aligned with the Society's mission of minimising time in care and maximising opportunities for adoption or foster.
- Play an active role in training veterinary and non-veterinary staff. Deliver training sessions, both in formal settings and on-the-job, ensuring that all staff are equipped with the knowledge and skills they need to perform at their best.
- Lead, support, and line manage the internal veterinary surgeon team, ensuring

that their performance is aligned with the Society's high standards and expectations. Provide regular feedback, coaching, and performance reviews to foster professional growth.

- Complete the required number of CPD hours as dictated by the RCVS and share learning with colleagues and assist in the development of all staff at the veterinary clinic by participation in staff training.
- Collaborate with the Veterinary Clinic Manager to contribute to and agree upon the clinical and non-clinical budget for the veterinary service. Ensure the clinic's resources are utilised effectively and within budget constraints.
- Ensure clinical governance within the veterinary clinic, maintaining high standards of veterinary care and compliance with RCVS guidelines. Act as the Radiation Protection Supervisor (RPS) within the clinic, ensuring compliance with radiation safety protocols.
- To comply with all Health and Safety procedures and uphold a culture of health, safety, and infection control, proactively identifying and addressing clinical risks and maintaining high standards of cleanliness and biosecurity
- Handle client and stakeholder data with the utmost care, in strict accordance with data protection regulations, ensuring confidentiality and protecting sensitive information.
- Support organisational security measures, working responsibly to safeguard Scottish SPCA property, data, and reputation
- Promote a good image of Scottish SPCA both internally and externally by communicating in a positive manner and minimise any risk to Scottish SPCAs reputation.
- Act as a positive ambassador for the Scottish SPCA in all professional interactions, supporting public events, media engagements, and fundraising initiatives as required.
- Ongoing demonstration of adherence to the RCVS Code of Professional Conduct for Veterinary Surgeons
- To comply with all relevant Scottish SPCA policies and procedures.

Person Specification:

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none">• Member of Royal College of Veterinary Surgeons	<ul style="list-style-type: none">• Certificate in Advanced Veterinary Practice or Equivalent
Experience & Job Knowledge	<ul style="list-style-type: none">• Experienced surgeon with at least 3 years companion animal veterinary practice experience• Experience in routine medicine, surgery and diagnostics for a range of different species including but not limited to dogs, cats, rabbits, birds and small mammals.• An understanding and commitment to Health & Safety in the workplace• Compliance with the RCVS's CPD requirements• Confidence working sole charge and delegating in a busy clinical environment.	<ul style="list-style-type: none">• Proven experience of a busy charity veterinary environment• Proven experience in a veterinary leadership role.• Experience working with exotic species including reptiles.• Experience in more advanced soft tissue and orthopaedic surgical techniques• Experience of mentoring, teaching and clinically developing teams
Job Related Skills / Competencies	<ul style="list-style-type: none">• Proficient clinical skills• Excellent communication skills (oral and written)• Client and customer centric approach to delivery of contextualised care.• Ability to build trusted relationships with internal and external stakeholders.• Experience in managing performance and driving business outcomes	<ul style="list-style-type: none">• Understanding of key animal welfare issues, policy and legislation.• Ability to optimise efficiency and productivity through collaborative process analysis.
Personal attributes	<ul style="list-style-type: none">• Passion for animal welfare and an advocate of our charitable purpose.• Empathetic and supportive clinician who believes that working	<ul style="list-style-type: none">• Strong IT skills with an awareness of how technology can improve veterinary care.

	<p>with clients and customers delivers the best outcome for their animals.</p> <ul style="list-style-type: none"> • Solutions focussed and able to remove blockers and work collaboratively to overcome obstacles. • Resilient and calm with the ability to allay concerns. • Act with professional integrity • Embraces a culture of open 360 feedback. 	
Additional relevant criteria	<ul style="list-style-type: none"> • Full, driving licence • Willingness to work within group shift pattern • Subject to a Disclosure Scotland PVG check 	

September 2025