

JOB DESCRIPTION

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| Job Title: | Registered Veterinary Nurse |
| Location: | Glasgow and Lanarkshire |
| Reports To: | Head Nurse |
| Contacts: | Head of Clinical Services and Veterinary Strategy (HoCS&VS), Lead Veterinary Surgeon (LV), Head Nurse (HN), Veterinary Administrator, Veterinary Surgeons, Animal Rescue and Rehoming Centres (ARRCs), Inspectorate, Fosterers and members of the public. |

Purpose of the Role:

The Registered Veterinary Nurse will assist the Head Nurse and Lead Veterinary Surgeon as part of the clinic animal nursing team, providing a high standard of client-facing customer service and clinical care whilst promoting animal welfare and supporting both internal and external Veterinary Surgeons in an RVN-led clinic environment.

They will be responsible for undertaking ARRC animal assessments, triaging and prioritising their care and ensuring only cases that require veterinary surgeon intervention are escalated appropriately. They will use their clinical expertise to confirm the success of treatment plans, complete routine care and wellness checks, and work with the ARRC teams to minimize time in care and maximize opportunity to find new homes or fosters.

RVNs will also provide supportive care for animals receiving treatment within the Veterinary Department, including the monitoring of animals undergoing surgical procedures and in-patients. They will assist the internal and external Veterinary Surgeons in the diagnosis, treatment and care of Scottish SPCA animals.

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.
- Work collaboratively with ARRC teams undertake autonomous patient assessments, applying clinical expertise to prioritise cases in line with animal

welfare needs and organisational objectives, with a focus on reducing length of stay.

- Utilise advanced nursing judgement to collaborate with internal and external veterinary surgeons, contributing to the development and review of pragmatic, evidence-based treatment plans.
- Use autonomous clinical judgement to triage cases, escalating to veterinary surgeons where necessary, ensuring RVN skills are used to their full professional scope and veterinary surgeon time is optimally protected.
- Assist external veterinary surgeons and care delivery partners to deliver high-quality nursing care during diagnostic procedures and surgeries, including anaesthetic monitoring, radiography, sample collection, surgical prep, and post-operative recovery.
- Lead and conduct nurse consultations and outpatient care for the public and foster carers, delivering proactive clinical advice and animal care support with a high level of autonomy and responsibility.
- 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.
- Provide clinical leadership by deputising for the Patient Flow Co-Ordinator when required, supporting team coordination and decision-making under the guidance of the Veterinary Clinic Manager.
- 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
- Maintain the hygiene of the clinic and perform cleaning in line with cleaning and infection control policies and procedures. Report any problems relating to clinical and non-clinical equipment to assigned staff.
- Ensure strict compliance with data protection regulations and uphold client confidentiality at all times.
- 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 all RCVS Day One Competences, Skills and Professional Behaviours for Veterinary Nurses
- To comply with all relevant Scottish SPCA policies and procedures.

Person Specification:

| | Essential | Desirable |
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| Education & Qualifications | <ul style="list-style-type: none"> • Qualified RVN with a minimum 1-year post-qualification experience | <ul style="list-style-type: none"> • Previous clinical coach training / experience |
| Experience & Job Knowledge | <ul style="list-style-type: none"> • Practical experience working with a range of different animal species including exotics. • Experience delivering outpatient services and client facing veterinary care. | <ul style="list-style-type: none"> • Previous experience working in a busy charity veterinary environment • Previous experience performing patient assessments / wellness checks. • Confidence performing Schedule 3 procedures |
| Job Related Skills / Competencies | <ul style="list-style-type: none"> • Excellent customer care and communication skills • Ability work under direction and delegate tasks where appropriate. • Good administration and record keeping skills • Attention to detail | <ul style="list-style-type: none"> • Proven track record of mentoring student veterinary nurses. |
| Personal attributes | <ul style="list-style-type: none"> • Commitment to animal welfare • Client and customer focussed ways of working. • Strong interpersonal skills • Resilient and calm in face of difficult situations • Act with professional integrity | <ul style="list-style-type: none"> • Solutions focussed and seeks to remove blockers and overcome obstacles. |
| Additional relevant criteria | <ul style="list-style-type: none"> • Full, driving licence • Willingness to work within group shift pattern • Willingness to live within the geographical area of work • Subject to a Disclosure Scotland standard check | <ul style="list-style-type: none"> • IT literate and comfortable using a variety of systems including the M365 suite. |