

JOB DESCRIPTION

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

Purpose of the Role:

Veterinary Surgeons will assist the Lead Veterinary Surgeon to provide an efficient, pragmatic and high quality veterinary clinical service to all animals connected with the Society. Veterinary Surgeons will be primarily responsible for assessing cases upon admission to society care, undertaking treatment plans with a focus on minimising time in care and providing outpatient services to our fostered or recently adopted animals. They will support the external veterinary partners with society specific knowledge and assist the wider society with subject matter expertise as required.

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 provide a client and customer focused clinical service to the animals on foster and recently rehomed by the Society, ensuring a high quality of medical and surgical pragmatic care and a positive, compassionate experience for both animals and their owners or fosterers.
- Working with the wider veterinary team, ARRC Teams and behaviour teams to create appropriate treatment plans for our animals which ultimately minimise time in care, protect and improve their ongoing welfare, relieve pain and discomfort, and support a life worth living, maximising chances of animals being rehomed as soon as possible.

- Working with the Lead Veterinary Surgeon collaborate with colleagues across departments, ensuring the efficient delivery of services and making full use of role-specific skills.
- Advise internal and external stakeholders on and monitor complex clinical cases, particularly those involving animals in Temporary Refuge, providing support to the veterinary team and making evidence-based decisions to improve outcomes.
- Comply with Scottish SPCA treatment guidelines and clinical frameworks, ensuring a consistent, pragmatic, and high-quality clinical services is delivered to society animals.
- 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.
- Deputise for the Lead Veterinary Surgeon when required, working under the supervision of the Veterinary Clinic Manager to ensure smooth and effective operation of the clinic.
- 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"> • At least 1 year of 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
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. • Efficient front of house working practices without impacting clinical quality. • Ability to build trusted relationships with internal and external stakeholders. 	
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 UK driving licence • Willingness to work within group shift pattern • Subject to a Standard Disclosure Scotland Check. 	