

Clinical Veterinarian in First Opinion Equine Practice

Department of Veterinary Medicine

Closing Date: 10 November 2024

Job Reference: PP43321



Clinical Veterinarian in First Opinion Equine Practice (Senior Clinical Veterinarian)

Grade:

9

Salary:

£45,585 -£57,696. Additional remuneration for out of hours duties

Staff Group:

Academic Related

Contract:

Permanent

Location:

Cambridge

Department:

Veterinary Medicine

Working Pattern:

Full time

Responsible to:

Principal Clinical Veterinarian:
General Equine Practice

Purpose of the role

The clinical veterinarians work provides a primary care service to client equids, predominantly on an ambulatory basis, with a clinic base at the veterinary school. They are accompanied by final year clinical students on their equine rotations, providing them with an opportunity to learn about primary care equine cases, client communication and the commercial environment as required by the Royal College of Veterinary Surgeons' accredited degree programmes.

Cambridge Equine Hospital

The Equine practice is an integral part of the clinical services at the Department of Veterinary Medicine. It is an RCVS accredited teaching hospital that provides veterinary care 24/7, 365 days a year. The practice provides core teaching and assessment opportunities for final year veterinary students undertaking their clinical intramural rotations.

The Equine team comprises a Teaching Professor in Equine Studies, two further academic roles, a Principal Veterinarian who leads the clinical team, this role and two further clinical veterinarians. The clinical team is supported by a team of nurses, technicians and administrators.



Key responsibilities

| Clinical Work |
|--|
| Confidently and efficiently work as a veterinary surgeon in first opinion equine practice for all routine equine work |
| Support and develop junior colleagues |
| Having initiative and being proactive in improving both the clinical practice and development of the final year clinical teaching programme. |
| Provide 24-hour care and preventative medicine to clients |
| Participate in an OOH rota to provide emergency care |
| Provide excellent care to routine first opinion cases |
| Follow the RCVS code of professional conduct for veterinary surgeons |
| Liaise with reception, colleagues and nurses regarding cases. Dispense medicines in the correct manner. Maintain clinical records accurately and efficiently |
| |
| Teaching and Programme Direction |
| Responsible for organisation of small group teaching and supervision and training of clinical veterinary students on their clinical rotation |
| Contribute to supervision of final year veterinary student clinical research projects, where appropriate |
| Plan, prepare and deliver programme of study within a course, developing teaching materials such as seminars, practical classes, and case based clinical teaching for final year clinical students |
| Develop course content and material in response to changes in the programme or student feedback |
| |
| Assessment and Examining |
| Mark and assess coursework, such as final year clinical research projects, and provide constructive feedback |
| Participate in examinations, including examiners' meetings and, where relevant, practical examinations. Write and mark examination papers for undergraduate students. |
| Contribution to OSCEs & DOPS (Formative and Summative clinical assessments) |

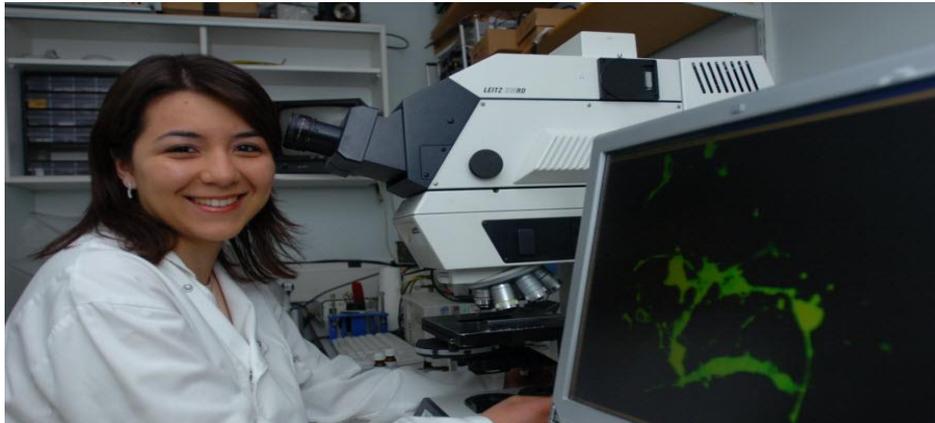
Key responsibilities

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| |
| Departmental Duties |
| May sit on relevant Departmental/Hospital committees |
| Participate in working groups |
| |
| Line Management |
| Act as deputy in the absence of the Principal Clinical Veterinarian in supervision of clinical vets and allied technical and administrative support roles |
| |
| Research and Professional Development |
| Obtain and maintain VetGDP advisor status |
| Broaden and develop skills which maintain RCVS Advanced Practitioner status, undertaking training for advanced techniques that would enhance the clinical service. |
| Obtain relevant teaching qualifications e.g. AFHEA through the internally run IFME course, post graduate certificates |
| Attend and assist delivery of internal and external CPD events in agreement with the Service/Hospital leaders |
| Engage with University Professional Development Programmes (PPD) |
| |
| Duties External to the Organisation |
| Support external delivery of CPD and other marketing activities to promote the success of the practice |
| |
| Other |
| Undertake other duties as specified from time to time by the Principal Veterinarian, Hospital Managing Director or the Head of Department |

Person Specification

| | Essential | Desirable |
|--|-----------|-----------|
| Education & Qualifications | | |
| A veterinary degree registerable with the Royal College of Veterinary Surgeons | ✓ | |
| RCVS Advanced Practitioner Certificate or equivalent | | ✓ |
| VetGDP advisor status | | ✓ |
| Experience | | |
| Significant experience of equine first opinion clinical practice, including obtaining a relevant post-graduate certificate or demonstrable equivalent experience | ✓ | |
| Experience of intramural teaching and/or supervision of extramural veterinary students | | ✓ |
| Skills | | |
| Able to work under pressure | ✓ | |
| Work as part of a team | ✓ | |
| Sensitivity to the differing needs and career directions of co-workers and students | ✓ | |
| Discretion and sensitivity in dealing with clients and patients | ✓ | |
| Additional Requirements | | |
| Participation in on-call rota to provide 24/7 emergency veterinary care for registered clients, as required by RCVS Practice Standards Scheme | ✓ | |

Department of Veterinary Medicine



Mission statement

To deliver excellence in veterinary education and biomedical research, and to address the challenges to the health and welfare of animals, humans and the environment in the 21st century.

The Department of Veterinary Medicine is the Veterinary School of the University of Cambridge, the highest-rated research university in the United Kingdom, and one of the top five research universities in the world. The Department is part of the School of Biological Sciences (SBS), together with 8 other departments and 6 research institutes.

The Department provides an academic environment of the highest quality, within which world-class research and clinical teaching are performed. The fact that it is a constituent Department of the University of Cambridge enables excellent opportunities for collaboration with other world-class Departments and institutions within the University, amongst them the Clinical School at Addenbrooke's Hospital, the CRUK Cambridge Research Institute, and the Departments of Pathology, Zoology, Biochemistry, Genetics, Pharmacology, and Physiology, Development & Neuroscience, as well as with non-University institutions located in the Cambridge area, such as the Wellcome Trust Sanger Institute, the MRC Laboratory of Molecular Biology, the MRC Biostatistics Unit and the BBSRC Babraham Institute.

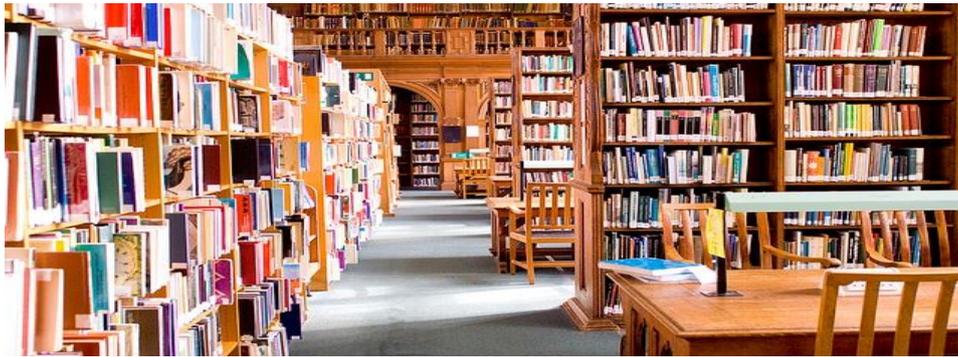
We have a national and international reputation for excellence in veterinary science and education, and recently ranked fourth in the world in the Top QS Universities ranking.

Our research encompasses basic and applied biomedical and veterinary/ clinical sciences ranging from the molecular to the population level and is configured into 3 research themes (Infection & Immunity, Disease Dynamics and Systems Pathology).

We have approximately 290 employees and 40 training scholars. The Department has approximately 65 veterinary clinical students and 40 PhD students per year. We aim to be internationally competitive in research, to foster collaborations with academia and industry, and to ensure that its undergraduate and postgraduate teaching and clinical work benefits from research excellence.

We put particular emphasis on research collaboration between the basic sciences and clinical research. This is promoted through a series of weekly seminar presentations attended by all research staff and clinicians in the Department, and by annual Departmental research days. We have a strong and varied seminar series which hosts many academic visitors from all over the world in many different disciplines.

School of Biological Sciences



The School of the Biological Sciences is one of the six Schools that are responsible for delivering teaching and research and the administration of those activities within the University. The School delivers internationally-leading research and teaching on animal, plant and microbial science at scales that range from the atomic, molecular and cellular through whole organisms to populations and communities. The research impacts on the pharmaceutical and biotechnological industries, on human and animal health and the clinic as well as in conservation, agriculture and the environment.

About the School

The School of the Biological Sciences employs around 2000 staff teaching over 4000 students (around 2000 undergraduates in the Natural Sciences, Medical Sciences and Veterinary Sciences and Psychological and Behavioural Sciences Triposes plus around 2000 postgraduates).

The School collaborates closely with the School of Clinical Medicine. The joint Graduate School of Life Sciences looks strategically at graduate provision and education across the two Schools and at the undergraduate level the Medical Education Committee oversees medical education.

The School is currently arranged in two Faculty Boards (Biology and Veterinary Medicine) which are divided into nine Departments: Biochemistry, Genetics, Pathology, Pharmacology, Physiology, Development and Neuroscience, Plant Sciences, Psychology and Zoology are part of the Faculty Board of Biology while Veterinary Medicine is part of the Faculty Board of Veterinary Medicine.

The School also contains five major interdisciplinary Institutes: Wellcome Trust / CRUK Gurdon Institute for Cancer and Development, Wellcome Trust / MRC Stem Cell Institute, Cambridge Systems Biology Centre, Cambridge Centre for Crop Science and the Sainsbury Laboratory for Plant Development. It has also incorporated the MRC Toxicology Unit, Leicester which will physically relocate to Cambridge in 2020.

The School is involved with several Strategic Research Initiatives including being a major player in the Cambridge Conservation Initiative. The School is associated with the Museum of Zoology and the Botanic Garden. Key officers of the School plus details of relevant Research Ethics Committee (Human Biology and Psychology) can be found on the School's website.

Athena SWAN

The Athena SWAN Charter was launched in June 2005 to recognise and reward commitment to advancing the careers of women working in higher education in science, technology, engineering, mathematics and medicine (STEMM).

The University of Cambridge was a founder member of Athena SWAN Charter and the University won its first award in the inaugural round of March 2006. Since then, the University has successfully renewed its Bronze Athena SWAN award in 2009 and 2012 and in 2014 achieved a Silver Athena SWAN award.

Many of the Departments in the School of Biological Sciences hold awards at Bronze or Silver level and the School continues to support the Athena SWAN process across all subjects.

Terms of Appointment

| | |
|------------------------------|---|
| Location of Employer | Department of Veterinary Medicine, Madingley Road, Cambridge, CB3 OES |
| Working pattern | Full time |
| Hours of work | <p>There are no conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your line manager.</p> <p>You will be required to take part in an out of hours rota, currently one in four, but this may be subject to change. (Additional remuneration for out of hours duties)</p> |
| Length of appointment | Permanent |
| Probation period | Appointment will be subject to satisfactory completion of a 9-month probationary period. |
| Notice period | You will be required to give 12 weeks' notice of leaving employment. |
| Annual leave | Full time employees are entitled to annual paid leave of 6.6 weeks (or 33 days for those working full time) plus public holidays. |
| Pension eligibility | You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. For further information please visit: www.pensions.admin.cam.ac.uk/ . |
| Retirement age | The University does not operate a retirement age for unestablished academic-related staff. |

General information

Pre-employment checks

Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us.

If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

Health declaration and health assessment

Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form. The nature of this role means that the successful candidate will also need to undergo a health assessment.

Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

References

Offers of appointment will be subject to the receipt of satisfactory references.

Use of car for business purposes

Employees who need to use their own car to travel in connection with their work will be asked to produce their driving licence and must be able to provide the Department with proof that they have insurance cover for business purposes.

Information if you have a disability

The University welcomes applications from individuals with disabilities. ^[LSEP]We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment.

Information for disabled applicants is available at [http:// www.admin.cam.ac.uk/offices/hr/staff/ disabled/](http://www.admin.cam.ac.uk/offices/hr/staff/disabled/)

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability please contact Julie Ingham, by email: ji217@cam.ac.uk who is responsible for recruitment to this position.

The University

The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.





About Us

The University is one of the world's leading academic centres.

It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.

The University has an annual income of £1.66 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds 400 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support.

The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.

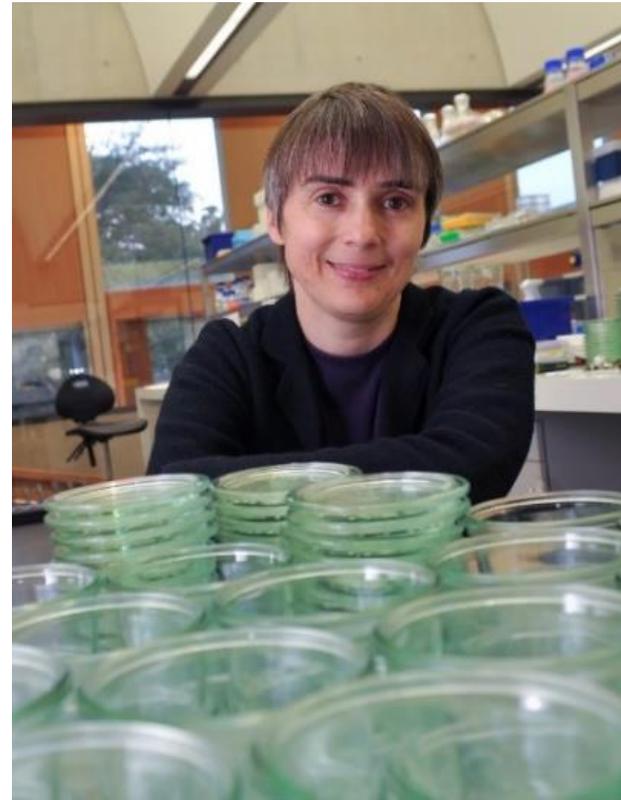
Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

Our ideas and innovations have shaped the world. Our campaign, 'Dear World... Yours, Cambridge', will raise £2 billion to help us shape all our futures.

Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 11,000 staff from all walks of life and corners of the world.

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels. Furthermore, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women. We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment. The University has signed up to the Race Equality Charter, a national framework for improving the representation, progression and success of minority ethnic staff and students within higher education.



Living in Cambridge



Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away.



The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Further information about attractions in and around Cambridge can be found at [Visit Cambridge](http://www.visitcambridge.org), the official tourism website for the city.

What Cambridge can offer

We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work. The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.



CAMbens employee benefits

We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses. CAMbens Cars and CAMbens Cycle to Work salary sacrifice schemes are also available, which enable employees to save money on transport costs. A discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care. In addition, our highly regarded workplace nurseries, childcare vouchers, a childcare salary sacrifice scheme and a high quality holiday play scheme are available to help support University employees with caring responsibilities. The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: <https://www.opda.cam.ac.uk/>

Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.

What Cambridge can offer

Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

Equality & diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here:

<http://www.equality.admin.cam.ac.uk/>

Relocating to Cambridge

The University Accommodation Service exists to help employees in their search for a rental home in Cambridge. A new University development at North West Cambridge called Eddington offers subsidised rented accommodation to University staff. The development consists of high quality furnished one and two bedroom apartments. For more information about the development and how to apply please visit the website: www.nwcambridge.co.uk. The importance of helping individuals settle into a new area is also recognised by the University. The Shared Equity Scheme <https://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits/financial/shared-equity-scheme> provides financial assistance to qualifying new staff with the purchase of living accommodation, where they have to relocate to take up their appointment. Removal expenses are also available for qualifying new members of staff.

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the [Cambridge Science Festival](#) and [Cambridge Festival of Ideas](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Whether it is understanding the molecular basis of neurodegenerative diseases, helping farmers in India increase their yield, or discovering better ways to live in large cities – I know that what we do in Cambridge affects lives, and livelihoods, the world over.

Vice Chancellor Emeritus, Professor Sir Leszek Borysiewicz, 2016

How to apply

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful. Part time hours will involve participation in the out of hours rota.

Informal enquiries are welcomed and should be directed to: Craig Rutland by email: cr763@cam.ac.uk

If you have any queries regarding the application process please contact qvsh.hr@vet.cam.ac.uk

Closing date for applications: 10 November 2024.