JOB DESCRIPTION

**JOB TITLE: VETERINARY SURGEON - ANAESTHESIA INTERN**

**REPORTING TO: ANAESTHESIA – HEAD OF SERVICE**

**FIXED TERM CONTRACT: 12 MONTHS**

## Overview

Willows is one of the UK’s leading small animal referral centres with state-of-the-art diagnostic and surgical facilities and renowned specialist staff who are working at the cutting edge of veterinary medicine and surgery.

Vision: ​ To provide an unrivalled clinical, patient, client, referring vet and team experience that is recognised worldwide as the definition of excellence. ​

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Mission: ​ To achieve excellence in patient care, client experience, service to referring vets, care of our team and care of our environment, through: ​

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* World leading specialist veterinary expertise and facilities​
* Being the preferred partner for veterinary professionals offering the best shared care for patients​
* Being recognised as thought leaders in developing clinical expertise​
* Giving every patient the best possible clinical outcome​
* Exceeding client expectations at every opportunity​
* Providing every team member with a supportive, collaborative, and inspired environment

This philosophy should be carried through at all levels, in terms of professionalism, teamwork, approach, positive attitude and communication (between vets, clients, external providers such as laboratories and staff).

## The anaesthesia internship programme

**Scope of role**

You will be expected to work closely with the Directors, the Head of Service (Anaesthesia), the Senior Leadership Team, the Anaesthesia team and other colleagues within the Hospital order to provide the highest standards of professional care and service for all our clients and their animals.

**Key responsibilities**

* Provision of clinical and professional services for referred & primary clients in accordance with our ‘veterinary surgeon’s guidance notes’ and the instructions of the Directors and the Head of Anaesthesia.
* Participation in rotas, including ‘out of hours’ service in accordance with the Hospital’s requirements
* Completion of CPD requirements in accordance with the current recommendations of the RCVS and the advice of the Directors and the Head of Anaesthesia, dependent upon personal and practice CPD needs.

## Key skills and qualifications

* MRCVS with a minimum of two years post graduate experience in either small animal or mixed practice.
* Completion of a rotating internship position is desirable but not obligatory.
* A professional approach and appearance is expected at all times, including out-of-hours duties.
* Excellent interpersonal skills and a positive friendly attitude are essential for effective teamwork within the practice, together with the ability to communicate clearly and effectively with colleagues.
* A commitment to practising the highest standard of veterinary medicine, adhering to the RCVS code of ethics at all times.

**Key clinical and administrative tasks**

* Be available during working hours to care for patients in the hospital, attend ‘crash’ situations, and with direction from the anaesthesia team provide the appropriate diagnostic, sedative, anaesthetic and analgesic services for animals under your care.
* Attend CPD and training opportunities in agreement with the Directors and the Head of Anaesthesia .
* Read, understand and implement the Hospital’s current clinical, operational and commercial policies.
* Maintain the highest standards of professional behaviour in accordance with the RCVS Guide to Professional Conduct.
* Do nothing which might prejudice the good name of the Hospital in the eyes of the public or the veterinary profession.
* Maintain excellent client/patient/surgical/medical records and make certain all necessary information is kept up to date through established protocols.
* Assist with marketing of the services of the Hospital.

**Measures of achievement**

* Personal development appraisals after 1, 3 and 9 months with the Head of Anaesthesia
* Meetings of the anaesthesia team with the Directors and practice senior leadership team, twice yearly
* Feedback from other members of staff
* Subjective assessment of performance with respect to our core values of ‘Committed to excellence’ in terms of patient care, service to clients, service to referring vets, teamwork, and care of our environment

**Hours**

The normal start time is 8 am, but clinicians may need to arrive earlier if there are early procedures to attend to. The finish time at the end of each day may vary depending on caseload, but is expected to be around 5-6pm on most days.

## Holiday / CPD entitlement

Holiday / CPD entitlement is 25 days plus statutory public holidays. An additional day of ‘birthday leave’ is available, to be taken on or as close to one’s birthday as possible, allowing for clinical considerations.

## CPD allowance

Costs for courses concerned with continuing professional development will be met by the practice up to a limit of £1255 per annum (as at January 2021)

**Out-of-hours**

There is an anaesthesia ‘out of hours’ services in accordance with practice policy. Support from senior members of the anaesthesia team would be available for all ‘out of hours’ duties.

**Uniform**

The uniform provided by the Hospital (theatre scrubs, surgical clogs) should be worn during the day. Hair of shoulder length or longer must be tied back. A smart professional appearance is expected at all times.

## Memberships

The practice will finance membership of MRCVS, VDS plus one other professional body (eg BSAVA).

## Probationary period

New appointments are subject to a three month probationary period. This can be extended if deemed necessary after initial progress reviews.

## Contract

Written terms and conditions will be issued with the placement offer letter and these should be signed and returned with the a letter of acceptance.

## Pension

All employees are automatically enrolled into our pension scheme as soon as is practicably possible with regards to processing the next payroll. Full details of the scheme and your rights in relation to membership will be provided to you within two weeks of your contracted start date.

## Notice period

Employment can be terminated by either party by giving the other at least three months’ notice in writing. This would not apply in the case of serious misconduct.