**JOB DESCRIPTION**

# Senior Veterinary Surgeon

| | |
|---|---|
| **Location:** | USPCA Head Office, Unit 5–6 Carnbane Industrial Estate, Newry |
| **Reports to:** | Practice Manager |
| **Accountable to:** | Chief Executive |
| **Key Relationships:** | Practice Manager/Head Veterinary Nurse, Animal Care Manager, Customer Care Manager, Veterinary Team |
| **Remuneration:** | £50,000 - £62,000 per annum, 25 days Annual Leave and 10 days Statutory Leave Days, Pension Contribution |
| **Other benefits:** | £1000 CPD allowance, RCVS, VDS and AVSPNI fees paid |
| **Contract:** | Permanent, Full-Time 35 hours per week (expected to participate in a clinical rota Monday to Saturday) |

## About the USPCA

The Ulster Society for Prevention of Cruelty to Animals (USPCA) is Northern Ireland's leading animal welfare charity. For 190 years, we have worked to protect animals, prevent cruelty, relieve suffering, and promote kindness towards them across our communities.

We deliver vital services from rescuing, rehoming and rehabilitating animals to tackling wildlife crime and educating the public. By joining our team, you will help ensure the delivery of high-quality veterinary care and support the organisation's mission to improve animal welfare across Northern Ireland.

## Role Purpose

The Senior Veterinary Surgeon is responsible for leading the veterinary surgeons in our busy first-opinion practice, ensuring the effective, safe and high-quality delivery of

veterinary surgery including supervision and professional oversight of the veterinary surgeon team based at the USPCA Animal Care Centre in Newry. This role will ensure excellent clinical standards of animal care and outstanding client experience, and supports the organisation's mission to prevent cruelty, promote welfare, and provide accessible veterinary services to the community.

The postholder is expected to medically and surgically assess and treat small animals and injured wildlife to deliver an efficient, professional and caring service in accordance with USPCA policies. They will work collaboratively with, and support, the Practice Manager to deliver an efficient, profitable and sustainable service, with a fully engaged multidisciplinary team.

The role will combine strong surgical expertise with compassionate leadership, operational excellence, and a commitment to animal welfare advocacy.

The postholder is the authoritative voice for the charity on veterinary interventions.

**Key Responsibilities**

**Clinical Leadership & Surgical Excellence**

- Ensures best-practice standards across routine, complex, and emergency procedures as the senor veterinary surgeon.
- Oversees clinical protocols, surgical safety, patient care pathways, and welfare-first decision-making.
- Provides consultation, diagnosis and medical treatment for private clients and in-house animals including animals within the USPCA animal shelter.
- Undertakes surgeries including neutering, dentals and emergency interventions.
- Carries out a range of tests including X-Rays and Ultrasound and provides care pre and post operatively for animal in-patients of the USPCA veterinary clinic.
- Plans the veterinary surgeon rota with the Practice Manager and collaborates with wider veterinary team to ensuring effective service delivery across six days each week.
- Conducts regular first-opinion clinics for private clients.
- Treats injured wildlife and injured stray animals in accordance with USPCA policies.
- Makes clinical decisions based on the best interests of the animal in line with shelter medicine protocols, to euthanise severely injured or terminally ill animals, where suffering cannot be alleviated by treatment or rehabilitation.

- Delivers charitable, private and preventive clinical work of appropriate quality within the scope of the service, USPCA policies and RCVS Code of Conduct.
- Promotes animal welfare and responsible pet ownership through client education and preventative medicine in accordance with USPCA Policy.
- Maintains high standards of clinical governance, including infection prevention and management.

**Team Leadership and Management**

- Leads, mentors, and supports veterinary surgeons, and offers clinical advice on complex cases.
- Works collaboratively with the Practice Manager to plan and ensure the veterinary workforce meets the needs of the charity.
- Undertakes team and own annual appraisal ensuring CPD learning and development is achieved.
- Fosters a positive, collaborative, and welfare-focused culture within the clinic.

**Operational Management**

- Manages day-to-day operations of the veterinary surgery together with the Practice Manager, ensuring efficient workflow and resource allocation.
- Ensures compliance with regulatory frameworks, including RCVS standards, health and safety requirements, and controlled drugs legislation.

**Strategic Development**

- Works with senior leadership to shape and deliver the long-term vision for the USPCA's clinical services.
- Identifies opportunities for service expansion and operational innovation.
- Supports public engagement, promotion of the USPCA and external partnerships related to veterinary welfare and clinic operations.

**Animal Welfare & Advocacy**

- Promotes the USPCA's mission through high-quality veterinary care, ethical decision-making, and compassionate service delivery.
- Contributes expert insights to welfare campaigns, education programmes, and public communication efforts.

- Supports cruelty investigations and animal rescue operations with clinical expertise where required, including reporting on animal clinical presentation and supporting statutory services with investigations.

**Governance & General Responsibilities**

- Ensures compliance with veterinary regulations, health and safety, and data protection legislation.
- Maintains accurate records and ensure audit readiness.
- Promotes and upholds the USPCA's mission policies, procedures, and values.
- Maintains professionalism, high standards of professional conduct confidentiality, and integrity at all times.
- Contributes flexibly to the needs of the organisation.
- Takes reasonable care for personal health and safety and that of colleagues, clients, volunteers and members of the public affected by the role.
- Undertakes additional duties, travel and attendance at events or meetings, including outside normal working hours, where reasonably required within the scope of the role.

**Person Specification**

## Essential

### Qualifications

- A recognised veterinary degree and current registration with the RCVS as an MRCVS, with eligibility to practise veterinary surgery in the UK.

### Experience

- 5 years post graduate experience in small animal practice, including complex procedures.
- Proven strong interpersonal and team management in a veterinary or clinical environment including the ability to manage, motivate, and develop teams.
- Recent experience of financial management within a commercial veterinary practice.

### Knowledge & Skills

- Ability to work effectively as a member of a team and lead team briefing and reflective practice on complex cases.
- Excellent communication and interpersonal skills.
- Demonstrate effective time management and organisational skills in a busy small animal veterinary practice.
- Ability to work autonomously while collaborating effectively with senior colleagues and wider teams.
- Evidence of continuing professional development relevant to veterinary practice development.

### Personal Qualities

- Professional, credible and values-led in approach.
- Committed to high standards of animal welfare, service quality and professional conduct.
- Professional approach to veterinary care and clinical practice.
- Self-motivated to work independently.

### Other Essential Requirements

- Flexibility to work varied hours, including occasional evenings/weekends.

- Full UK driving licence with access to transport and willingness to travel.
- Commitment to continuous professional development and to the USPCA's mission and values.

### Desirable

- Additional surgical qualifications (e.g., Cert AVP, PGCert, or equivalent).
- Experience in charity or animal welfare sector.
- Experience of shelter medicine.