



Job Title: Head of Veterinary Surgery

Location: Unit 5–6 Carnbane Industrial Estate, Newry

Reports to: Chief Executive

Works with: Senior Management Team and Veterinary Team

Contract Type: 37.5 hrs/week/ Permanent – expected to participate in clinical rota

Salary: £50,000–£60,000 per annum (dependent upon experience)

Other remuneration benefits: £1000 towards CPD allowance, RCVS, VDS and AVSPNI fees paid, 25 annual leave days plus 9 statutory holidays, contributory pension scheme.

Role Overview

The Head of Veterinary Surgery is a senior leadership position responsible for overseeing the clinical, operational, and strategic direction of the USPCA's veterinary services based at the Animal Hospital in Newry. This role ensures the highest standards of animal care, leads a multidisciplinary clinical team, 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 companion animals and injured wildlife at the USPCA Animal Hospital in order to deliver an efficient, professional and caring service in accordance with USPCA policies.

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

Key Responsibilities

Clinical Leadership & Surgical Excellence

- Leads all veterinary services within the USPCA, ensuring best-practice standards across routine, complex, and emergency procedures.
- Oversees clinical protocols, surgical safety, patient care pathways, and welfare-first decision-making.
- Provides consultation, diagnosis and medical treatment of companion animals, rescued animals including stray dogs and cats brought to the USPCA and wildlife within the USPCA animal shelter.
- Undertakes surgeries including neutering and emergency interventions.
- Carries out a range of tests including X-Rays and Ultrasound and provide care pre and post operatively for animal in-patients of the USPCA Animal Hospital.
- Plans and collaborates with other veterinary staff to deliver a 6-day service rota for veterinary services.
- Carries out regular private health checks, give vaccinations and give owners advice on care and diet for their animals.



- Treats injured wildlife and injured stray animals in accordance with USPCA Policies.
- Make clinical decisions based on the best interests of the animal to euthanise severely injured animals 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 Management & Development

- Lead, mentor, and support veterinary surgeons, nurses, and clinical support staff.
- Works collaboratively with the Senior Management Team to plan and ensure the veterinary workforce meets the needs of the charity and veterinary social enterprise.
- Undertakes team and own annual appraisal ensuring CPD learning and development is achieved.
- Foster a positive, collaborative, and welfare-focused culture within the clinic.

Operational Oversight

- Manage day-to-day operations of the veterinary surgery, ensuring efficient workflow and resource allocation.
- Oversee maintenance and development of clinical facilities, equipment, and medical supplies.
- Ensure compliance with regulatory frameworks, including RCVS standards, health and safety requirements, and controlled drugs legislation.
- Develop and monitor budgets, cost controls, and service performance KPIs.

Strategic Development

- Work with senior leadership to shape and deliver the long-term vision for the USPCA's clinical services.
- Identify opportunities for service expansion, improved community impact, and operational innovation.
- Support fundraising, public engagement, and external partnerships related to veterinary welfare and clinic operations.

Animal Welfare & Advocacy

- Promote the USPCA's mission through high-quality veterinary care, ethical decision-making, and compassionate service delivery.
- Contribute expert insights to welfare campaigns, education programmes, and public communication efforts.
- Support cruelty investigations and animal rescue operations with clinical expertise where required.

Personal Specification

Criteria	Essential	Desirable
Professional / Technical Qualifications	<ul style="list-style-type: none"> MRCVS registered and eligible to practice in the UK. 	<ul style="list-style-type: none"> Additional surgical qualifications (e.g., Cert AVP, PGCert, or equivalent)
Experience & Job Knowledge	<ul style="list-style-type: none"> 2 years post graduate experience in small animal practice, including complex procedures. 	<ul style="list-style-type: none"> Previous experience of animal welfare issues. Experience in the charitable or not-for-profit sector. Experience of shelter medicine.
Skills & Competencies	<ul style="list-style-type: none"> Proven leadership or supervisory experience in a veterinary or clinical environment Budget management Ability to work effectively as a member of a team. Excellent communication skills written & oral. Ability to work well under pressure. Ability to manage multiple priorities, make sound clinical decisions, and operate effectively in a busy environment. Ability to manage own time effectively. Ability to make sound clinical decisions. Ability to work autonomously. 	<ul style="list-style-type: none"> Experience of clinical governance, quality improvement, and operational management. Public engagement or media experience.
Personal Qualities	<ul style="list-style-type: none"> Good standard of personal presentation, and acts as a role model Professional approach to veterinary care and clinical practice. Self-motivated to work independently. 	



Special Circumstances	<ul style="list-style-type: none">• Full Clean UK Driving Licence.• Access to a Car.	
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