



JOB DESCRIPTION

Veterinary Surgeon

Location: USPCA Animal Hospital, Unit 5 & 6 Carnbane Industrial Estate, Newry

Reports to: Head of Veterinary Surgery

Remuneration Package: £42,000 - £52,000 pro rata, plus pension contribution, RCVS, VDS and AVSPNI fees paid, £1,000 annual CPD allowance.

Contract: Permanent, Part-Time 28 hrs/week (including a Saturday rota)

About the USPCA

The Ulster Society for the Prevention of Cruelty to Animals (USPCA) is Northern Ireland's leading animal welfare charity. For over 180 years, we have worked to protect animals, prevent cruelty, relieve suffering, and promote kindness across our communities.

We deliver vital services from rescuing and rehabilitating animals to tackling wildlife crime and educating the public. By joining our team, you will help strengthen the organisation's future sustainability and public engagement, ensuring our mission continues to thrive for generations to come.

Role Purpose

The Veterinary Surgeon is responsible for the medical and surgical assessment, treatment and ongoing care of small companion animals and injured wildlife at the USPCA Animal Hospital. The postholder will deliver an efficient, professional and compassionate clinical service in line with USPCA policies and procedures and the RCVS Code of Professional Conduct, ensuring high standards of clinical governance, record keeping, hygiene and client communication at all times.

Working collaboratively with the veterinary and wider hospital team, the Veterinary Surgeon will contribute to the delivery of charitable, private and preventative veterinary services (including consultations, diagnostics, imaging, inpatient care, anaesthesia and surgery), supporting positive client experiences and informed decision-making. The role also promotes animal welfare and responsible pet ownership through client education and preventative medicine, and represents the USPCA positively to the public and the

wider veterinary profession. The Veterinary Surgeon directly supports the organisation's ability to prevent cruelty, relieve suffering and promote animal welfare across Northern Ireland.

Key Responsibilities

Clinical assessment and treatment

- Medically and surgically assess, diagnose and treat small companion animals and injured wildlife, delivering an efficient, professional and caring service in line with USPCA policies and the RCVS Code of Professional Conduct.
- Deliver charitable, private and preventative clinical work of appropriate quality within the scope of the service.
- Provide routine and emergency consultations, medical treatment, including prescribing, dispensing and administering appropriate treatments and advising on ongoing care.
- Undertake surgeries as required including neutering.

Diagnostics and clinical procedures

- Carry out and interpret a range of diagnostic tests, including radiography (X-rays) and ultrasound and provide care for animal in-patients.
- Undertake dentistry and other clinical procedures in line with hospital capability, SOPs and clinical governance.

Client care and communication

- Deliver a high-quality service to clients and members of the public, in accordance with the USPCA policies and procedures and communicating with courtesy, empathy, compassion and clarity.
- Explain treatment options, likely outcomes and costs/contributions appropriately, supporting informed decision-making.
- Provide preventive healthcare (e.g., vaccinations, health checks) and give advice on animal care, welfare and nutrition.

Wildlife and welfare

- Treat injured wildlife and injured stray animals in accordance with USPCA policies and animal welfare standards.
- Where necessary, humanely euthanise severely injured or terminally ill animals in accordance with professional standards and USPCA policy.

Clinical governance, records and compliance

- Maintain high standards of clinical governance, hygiene and cleanliness at all times.

- Follow SOPs and record all clinical notes and case data accurately on electronic system, ensuring confidentiality and compliance with data protection legislation.
- Support the development and implementation of the Animal Hospital practices, national protocols and the client journey to improve efficiency and clinical effectiveness, ensuring charity resources are used appropriately to maximise public benefit through USPCA's approach.
- Work within relevant professional guidance (RCVS) and medicines controls as applicable.
- Support the leadership team to ensure compliance with risk assurance processes, including clinical governance; professional guidelines; health and safety; stock control and security; data protection; income processing; debt management; and eligibility policies.
- Operate within USPCA policies and procedures

Teamworking and organisational contribution

- Work collaboratively with the wider Animal Hospital and USPCA team to ensure efficient, safe patient flow and an excellent client journey.
- Contribute to a positive working environment and support continuous improvement in service delivery.

Charity representation and public engagement

- Promote animal welfare and responsible pet ownership through client education and preventative medicine.
- Participate in USPCA events/initiatives as required to support and promote the charity's work.
- Represent and promote the USPCA positively internally and externally.

Health and safety

- Take reasonable care for your own health and safety and that of others affected by your actions or omissions, working in line with USPCA policies and procedures.

General

- Uphold the values and mission of the organisation.
- Maintain confidentiality and integrity in handling data in accordance with legislation.
- Support transparency and accountability in financial and operational reporting.
- Wear the uniform provided by the USPCA at all times whilst on duty.
- Undertake any other reasonable tasks aligned to the purpose of the role.

Other Information

- 25 days annual leave plus 10 bank holidays (pro rata for part time hours)
- Participation in 1 in 4 Saturday duty rota is required
- RCVS, VDS and AVSPNI fees paid
- £1000 CPD allowance
- Contributory pension scheme

Person Specification

Criteria	Essential	Desirable
Professional / Technical Qualifications	<ul style="list-style-type: none"> MRCVS registered 	
Experience & Job Knowledge	<ul style="list-style-type: none"> Experience in small animal practice. 	<ul style="list-style-type: none"> 1+ years post qualification experience in small animal practice. Previous experience of animal welfare issues. Shelter medicine experience.
Skills & Competencies	<ul style="list-style-type: none"> Ability to work effectively as a member of a team. Excellent communication skills written & oral. Ability to work well under pressure. Ability to manage own time effectively. Ability to make sound clinical decisions. Ability to work autonomously. 	
Personal Qualities	<ul style="list-style-type: none"> Professional approach to veterinary care and clinical practice. Self-motivated to work independently. 	
Special Circumstances	<ul style="list-style-type: none"> Full valid UK driving licence, with access to transport and willingness to travel. Ability to work 1 in 4 Saturday rota 	<ul style="list-style-type: none"> Sympathetic to the aims and policies of the USPCA.

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