POSITION
NZVA Chief Veterinary Officer

LOCATION
Negotiable / Level 2, 44 Victoria Street, Wellington

REPORTS TO
Chief Executive Officer of the New Zealand Veterinary Association

BACKGROUND
The NZVA has an ambitious and exciting strategic vision for the veterinary profession to positively influence the collective wellbeing of animals, people, and the environment. In doing so, the profession can help make a better New Zealand and potentially a better world.

The strength of the profession lies in our members - highly skilled veterinarians who work in a range of industries throughout the nation and bring knowledge and insight wherever we share our lives and environment with animals, for example, agriculture and farming, food and fibre production, companion animals and horses, and wildlife.

The NZVA’s role is to deliver vision and voice for the profession, and value for all our members – through outstanding services and support, inspirational leadership and management, enduring collegiality and community, and by effectively lifting and communicating the value of the profession.

OBJECTIVES
The objectives of the NZVA Chief Veterinary Officer are to:

- Work closely with the senior leadership team to ensure the sustainability of the NZVA and its strategic objectives.
- Ensure key animal welfare leadership on behalf of the NZVA and wider profession
- Provide strong advocacy and lobbying to represent the profession at key forums
- Provide personal, professional and technical support to NZVA members
- Advance the profession through key industry working and governmental groups responsible for policy and legislative change
- Promote quality and professional standards that guide the future of service delivery for the veterinary profession
- Facilitate and guide NZVA executive committees and working groups to deliver agreed outcomes
TEAM:
Dual management responsibilities for the Dairy Cattle Veterinarian and Companion Animal Veterinarian
Resource Managers

RESPONSIBILITIES
The NZVA Chief Veterinary Officer is responsible for leading and developing veterinary technical and professional excellence on behalf of the Association and its members as well as providing professional advice and pastoral care.

Senior Leadership Team
• the NZVA Chief Veterinary Officer is a member of the senior leadership team and works closely with them to take a “whole of organisation” approach to the achievement of the profession’s 2030 Strategy, balancing support for organisation-wide initiatives and projects with the leadership of their own team
• making collaborative decisions on resource allocation across NZVA and providing information on the operating environment, resources and capabilities in their team to inform strategy development and decision-making for NZVA as a whole
• leading and coaching their team towards a culture of ongoing development and learning, setting best practice standards and continuous improvement

Professional advice and pastoral care
• Co-ordinate and provide timely technical, professional and personal support and advice to members
• Provide timely technical and professional support and advice to volunteers on branches and external committees
• Provide technical and professional advice to the CEO and Board members (in their committee based roles)

Strategy and policy development
• Coordinate the development, review and dissemination of the Association’s technical policies, position statements, guidelines and related documentation
• Provide technical advice to the communications and engagement team on information developed for stakeholders e.g. media enquiries
• Present policy, standards and other resources in ways that maximise ownership and use by ensuring that they are accessible, relevant, up-to-date, and tailored to the specific interests and needs of different NZVA audiences
• Reviewing and assisting the development of NZVA BESTPRACTICE® quality assurance programmes and associated technical and professional standards.

Technical Issues Management
• Keep current with local and international trends and emerging issues through regular environmental scanning and attendance at appropriate events and provide information and advice to the CEO and board.
• Be alert to potential and actual issues that might affect the Association, its members and or the wider profession and respond promptly with appropriate advice and /or solutions
• Establish the procedures and systems necessary to ensure key resources are current and accessible
• Support Veterinary Professional Insurance Society for the assessment of new membership enquiries as well as potential claims and reviews.
Leadership
- Dual leadership and management responsibilities for veterinary operational staff
- Ensure veterinary based staff have a clear understanding of the strategic outcomes they are working towards, and agreed standards and expectations
- Build the professional capability and knowledge base of team members, and ensure that recruitment and performance management delivers on the capability and experience required

Stakeholder engagement and representation
- Partner with the President and CEO in stakeholder engagement that aligns with the 2030 strategy and lifts the profile and reputation of the Association
- Represent the association on selected statutory/non-statutory boards and committees
- Manage NZVA’s responses to submissions on Government legislation, Ministry and local government policies
- Maintain professional visibility in the field and with members through publications, presentations, educational activities and linkages with professional organisations.
- Be the first contact point for all matters relating to animal welfare (and related activities) on behalf of the Association
- Develop and review the NZVA Animal Welfare Strategy and support branches to develop, monitor and report on their own strategies

EDUCATION AND TRAINING
This position is tailored for an experienced veterinarian with:-
- 10 years experience since graduation
- A solid mixed clinical practice background
- Good understanding of practice management and the practice environment
- A thorough understanding of the role New Zealand’s livestock based industries play in the national economy
- Knowledge of and an interest in political/regulatory affairs and
- Knowledge of and an interest in animal welfare and its related issues

DEMONSTRATED SKILLS
- Self-management including time management - a self starter, strong finisher who is structured and can prioritise activity as necessary to achieve the required outputs
- Excellent communicator (both written and oral and confident as a presenter)
- Relationship management (Boards, Associations, Committees, Voluntary Groups, wider stakeholders)
- Leadership experience and skills in building other people’s capability
- Computer literate

PERSONAL QUALITIES
- Professional and personal integrity (including the ability to maintain confidentiality at all times)
- Customer and team centric.
- Empathy for and ability to relate and communicate with all NZVA members
- Clear and demonstrated understanding of risk management, quality improvement and assurance
- Active networker
- Mature and well balanced
- Able to effectively self-manage and prioritise work to ensure deadlines are met
- Flexibility and adaptability
- Public speaking experience e.g. media exposure

APPENDIX ONE

NEW ZEALAND VETERINARY ASSOCIATION (NZVA)
The Association is an incorporated society, formed in 1923 to represent its members and the wider profession. It is governed by a Board of nine members under the rules outlined in the NZVA Constitution. Management of the Association is delegated to the Chief Executive Officer.

The Association represents a united profession that is respected and recognised in New Zealand and internationally.

The NZVA takes a leading role in challenging the status quo, working with key stakeholders to ensure the veterinary profession in New Zealand remains relevant to our society and livestock industries.

The NZVA has an ambitious 2030 strategy which sets the scene for the activities and services members (over 75% of registered veterinarians) can expect to receive in the ensuing years.

These services include, and are not limited to:

- Leadership of the profession to position members for the future
- Lobbying and representation
- Administration and management services for branches and related bodies
- Member services including personal and professional support
- Promotion of the profession
- Fostering a culture of personal and professional lifelong learning
- Promotion of quality and standards that guide the future of service delivery
- Leadership in the area of animal welfare

The Association nominates representatives to various statutory/non-statutory boards and committees. It administers various scholarships and awards, manages the financial affairs of the Association, negotiates and provides members with various benefits and provides veterinary, secretarial and administrative services to various member committees and other entities (e.g. National Quality Veterinary Services NQVS, BESTPractice and the Veterinary Professional Insurance Society VPIS). In addition, the Association Head Office provides support to its 14 regional branches and 14 special interest branches.

NZVA’s NATIONAL QUALITY VETERINARY SERVICES (NQVS)

NQVS Ltd was established in 1999 with a mission to develop and provide a range of veterinary based programmes that will increase the commercial viability of veterinarians and as such encompasses most of the commercial activities undertaken by the NZVA.

The company is governed by a small board of Directors (appointed by the NZVA Board) who oversee the delivery of schemes such as Deer and Cattle TB Testing Quality Assurance Programmes, BESTPRACTICE®, Leptosure and a number of veterinary standard operating procedures.

VETERINARY PROFESSIONAL INSURANCE SOCIETY (VPIS)

VPIS was established in 1987 to provide professional indemnity and public liability insurance for the veterinary profession, including New Zealand Veterinary Association (NZVA) members.

Tailor-made for the veterinary profession and committed to:

- maintaining professional standards
- helping members manage risk
- supporting education
- providing competitive premiums
- providing collegial support.