

# Chief Veterinary Officer

## Department of Environment, Food and Agriculture

### What will you do?

As our Chief Veterinary Officer you will have statutory responsibilities under a variety of legislation and regulations to ensure high animal welfare standards and to protect the Isle of Man from animal disease by directing the work of the Animal Health Team, working hard to balance the needs of the animal with the promotion and facilitation of trade in agricultural products.

You will be the most senior professional adviser to the Department in relation to animal health, animal welfare and veterinary public health. This role is currently significantly involved in representing the Department in negotiations with the UK Department for the Environment, Food and Rural Affairs and associated agencies including the Animal and Plant Health Agency and the Veterinary Medicines Directorate.

You will lead the Animal Health Team, and co-ordinate their work with other areas of the Department. Working closely with the Head of Agriculture you will ensure provision of sufficient resource in a timely manner in order for the Animal Health functions to be met.

As the Department's Senior Professional with expertise in animal health you will, in conjunction with other senior colleagues, advise and assist the Director of Regulation, Chief Executive and political members with research and the formulation of policies, strategy and objectives, and their effective implementation.

### What does that involve?

The key responsibilities of the post include:

#### **1. Leadership and Strategic Direction**

You will have a key role in setting the strategic direction for Animal Health and Welfare, including aims and objectives for the Department and in leading its implementation. The focus for the Department's strategic direction is set out in the aims and objectives in the Service Delivery Plan for the Department of Environment, Food and Agriculture. You will take a leading role in contributing to the development of Animal Health and Welfare policy and the periodic updating of this Plan.

Another key element of this role is the dissemination of Animal Health and Welfare policy and in advising on its interpretation in line with Department priorities, as set out in the Department's Service Delivery Plan, and operational needs. This will include its translation into action through the development, agreement and implementation of an Animal Health and Welfare strategy for the Directorate and the design and delivery of an annual operating plan and guidance, as necessary, which will be drawn up with the active involvement of the relevant staff in other areas of the Department.

## **2. Animal Health - Operations**

You will be responsible for ensuring the effective operation of the Animal Health and Welfare strategy in accordance with the Regulation Directorate's Operational Plan, and the achievement of identified objectives, priorities and standards. In particular you will ensure that:

- the Directorate has a credible response system to minimise the risk of and, if required, to control or eradicate Epizootic disease
- the provision of adequate measures to control Epizootic disease are in place
- the provision of adequate measures to control Enzootic disease are in place where the Department has provided legislation or other measures to control specific diseases
- the disease free, or heightened status of the Isle of Man for farmed animals, including aquaculture is protected and enhanced in order to promote the Island as a high health area
- legislation vested in the Department in relation to animal health and welfare and the import and export of agricultural products is enforced
- testing, inspection and certification standards are maintained at established international levels to enable the export of agricultural and aqua-cultural products, as well as live animals
- the protection and enhancement of farm animal welfare is continued
- the welfare of companion animals is promoted with a view to enshrining standards in legislation
- the integrity of the Bovine Identification and Tracing System database is maintained and operates efficiently and effectively
- appropriate consultation is conducted with the Environmental Health Division of DEFA regarding the licensing of the EU approved Meat Plant and Animal By-Products Plant
- the Official Veterinarian role that leads the Meat Hygiene Team shall be provided in consultation with the Environmental Health Division

You may, as necessary, undertake operational animal health work where a professional veterinary input is required.

## **3. Management of Staff and Resources**

You will:

- Ensure the effective management of the Animal Health staff
- Be responsible for reporting on one veterinary post and a Field Service Delivery Manager as well as being indirectly responsible for their team
- Provide formal accreditation and management of the Official Veterinary Surgeon (OVS)
- Ensure effective staff development and training, performance management and appraisals

- Develop and enhance all communications, management information, planning, performance and control systems, and procedures.

You will lead and co-ordinate the preparation of the Animal Health Division’s financial estimates submission, in collaboration with the Director of Regulation and other parties as appropriate.

## **2020/21**

You will manage the Animal Health budget which covers Veterinary Services, Meat Plant – Grading, Technical Administration, Artificial Insemination and Wool Control.

The total overall budget is **£569,533** during 2020/21 comprising of:

Staff costs	£580,908
Revenue	£11,375
Expenditure	£298,805
Income	£310,180

Resources are managed by applying value for money principles as a means of improving effectiveness and efficiency. To this end you are directly responsible for decisions concerning the allocation and use of the Animal Health Division’s overall resources, including the setting of priorities and the weight allocated to individual initiatives and programmes, and for the achievement of performance targets as set out in the Directorate’s annual operating plan. This accountability includes the deployment of finance through budgeting and cash flow management as required where seeking to optimise income from available sources.

You will be responsible for promoting best practice within the Animal Health Division in relation to health, safety and welfare at work and is accountable for ensuring compliance with health and safety legislation.

## **4. Representation and Promotion**

You will represent and negotiate Animal Health matters on behalf of the Department locally and in the UK. You will also be responsible for matters of veterinary certification within the IM Competent Authority; negotiating and determining standards for the initiation and facilitation of trade internationally; liaising with DEFRA and/or APHA where appropriate.

In addition, you shall represent the Department on Animal Health and Welfare matters through a variety of fora including external stakeholders from the agricultural industry and their professional advisers and representative organisations, community and interest groups, other areas of Isle of Man Public Service, and the media. You will act on behalf of the Department when contacting with Members of Tynwald, veterinary counterparts in Devolved Administrations and Crown Dependencies, and scientific and educational bodies.

## **5. Legislation**

You will lead the ongoing development of Animal Health and Welfare legislation relevant to the work of the Department, in consultation with stakeholders as appropriate. Oversight of the Legislative Programme relevant to Animal Health and Welfare rests with the post holder who is responsible for ensuring that programme targets are achieved.

In this role you will be the Isle of Man Public Service's primary adviser on European Union legislation relating to animal health and welfare and animal disease, and advise on its applicability and implementation in the Island.

## **6. Corporate Contribution**

You will be required to advise the political team on strategic and policy matters; proposing Animal Health items and collaborating where appropriate with Heads of other Divisions and Directors of other Directorates on overlapping matters.

This position also plays a role in contributing to the development of the broader policy and strategic framework for the Isle of Man Public Service. This includes providing information and advice to, and where required, participating in relevant committees and officer level working groups including the Medicines Committee, Health Protection Committee, Misuse of Drugs Committee and the Wildlife Committee (incorporating the Scientific Advisory Committee).

You will be expected to review and comment on policy options and proposals across a wide range of matters including, for example, the environment, corporate standards and procedures.

Using your communication and planning skills you will ensure the implementation of Isle of Man Public Service corporate policies, systems and procedures across the Animal Health Division relating to a wide range of matters including, but not limited to, business planning, performance management and Financial regulations.

## **Our People Qualities**

Our Isle of Man Public Service people qualities are applied to all types of career within the public service and the below framework outlines behaviours which are expected under each quality at this level.

To find out more please click here: <https://hr.gov.im/media/1646/iomg-people-qualities-level-7.pdf>

## What do you need to be successful in this role?

	Essential or Desirable	Method of Assessment
<b>Credibility</b>		
Degree in veterinary medicine	<b>Essential</b>	CV/Pre-Employment Checks
Member of Royal College of Veterinary Surgeons	<b>Essential</b>	CV/Pre-Employment Checks
Post Graduate Qualifications in relevant subject	<b>Desirable</b>	CV
Relevant experience in large animal or mixed practice	<b>Essential</b>	CV/Interview
Further experience in veterinary practice	<b>Desirable</b>	CV/Interview
Relevant full time experience in State Veterinary Medicine	<b>Essential</b>	CV/Interview
Official Veterinarian experience: <ul style="list-style-type: none"> <li>• Bovine TB testing (comparative intradermal)</li> <li>• Small animal exports</li> <li>• Livestock exports</li> <li>• Red meat</li> </ul>	<b>Essential</b>  <b>Essential</b>  <b>Essential Desirable</b> <b>Desirable</b>	CV/Interview  CV/Interview CV/Interview CV/Interview
OCQ(V) qualifications	<b>Desirable</b>	CV/Interview
Experience in animal welfare	<b>Essential</b>	CV/Interview
Experience in aquatic veterinary medicine	<b>Desirable</b>	CV/Interview
Experience in working with legislation including preparing drafting instructions for primary legislation and preparing secondary legislation	<b>Essential</b>	CV/Interview
Experience of management of staff and resources	<b>Essential</b>	CV/Interview
Continuing professional development	<b>Essential</b>	CV/Interview
Has open conversations	<b>Essential</b>	Interview
Addresses the issues	<b>Essential</b>	Interview
Builds supportive relationships	<b>Essential</b>	Interview

Is professional and credible at all levels including at the political interface	<b>Essential</b>	Interview
Is able to present complex issues in a coherent manner tailoring delivery to the audience	<b>Essential</b>	Interview
Is able to balance and understand conflicting priorities; and recognise the need for "win-win" outcomes	<b>Essential</b>	Interview
<b>Capability</b>		
Good understanding of modern farming practices	<b>Essential</b>	Interview
Makes considered decisions	<b>Essential</b>	Interview
Challenges and accepts challenge of evidence and views in a manner that promotes productive working relationships	<b>Essential</b>	Interview
Future focused, encourages innovation and supports change	<b>Essential</b>	Interview
Good understanding of Microsoft Word	<b>Essential</b>	CV/Interview
Good understanding of Microsoft Excel	<b>Desirable</b>	CV/Interview
Strong interpersonal and influencing skills	<b>Essential</b>	Interview
A high standard of oral and written English for communicating complex issues, preparing written reports and working on legislation	<b>Essential</b>	CV/Interview
Effective presentation skills	<b>Desirable</b>	Interview/Presentation
Experience in leading and working in a team constructively sharing ideas and solutions	<b>Essential</b>	Interview
Experience in negotiating international health conditions for trade	<b>Essential</b>	Interview
Experience in managing a significant budget including forecasts and bids	<b>Essential</b>	CV/Interview
Good understanding of the development of policy and strategy	<b>Essential</b>	Interview
Experience of disease contingency planning	<b>Essential</b>	CV/Interview
Experience of enforcement ranging from informal to formal	<b>Essential</b>	Interview

<b>Character</b>		
Resilient, capable of taking responsibility and handling pressure	<b>Essential</b>	Interview
Self-motivated, with commitment to achieve targets	<b>Essential</b>	Interview
Integrity and ability to work confidentially on sensitive issues	<b>Essential</b>	Interview
Attention to detail – required for checking and drafting health and other documents	<b>Essential</b>	CV/Interview
Trusts and is trusted	<b>Essential</b>	Interview
Has positive energy and drive	<b>Essential</b>	Interview
Inspires, motivates and empowers	<b>Essential</b>	Interview
Recognises the contribution (positive and negative) that organisational culture can have and understands how to develop a culture	<b>Essential</b>	Interview
<b>Other requirements</b>		
Isle of Man Worker	<b>Desirable</b>	Application
Full and valid driving licence or access to other practical method of transport	<b>Essential</b>	CV/Interview/Pre-Employment Checks