

Job Title:	Graduate Veterinary Surgeon	Directorate / Department:	Veterinary Services
Reports To Manager:	Senior Veterinary Surgeon	Job Family:	Veterinary Clinical
Date:	February 2020	Band:	Graduate
Purpose: To successfully complete a structured training programme, working as a graduate Veterinary Surgeon at a number of Pet Hospitals delivering efficient, professional and empathetic veterinary services to the local community in accordance with PDSA policies and procedures.			
Responsibilities		Performance Measures	Organisational Skills & Values
<ul style="list-style-type: none"> To undertake, and successfully complete the Graduate Veterinary Surgeon programme and RCVS VetGDP. To work as part of the Pet Hospital team to deliver all veterinary services, in line with the scope and quality required by PDSA and ensuring a positive client experience. To undertake both remote and face to face consultations with clients developing skills in diagnosing common conditions, taking a pragmatic approach to treating sick and injured pets, and recommending preventive services and providing education and advice where necessary, ensuring the most appropriate use of PDSA time and resources. To perform a range of diagnostic and surgical procedures that are commonly required in first opinion small practice and are in line with PDSA scope of service and ensuring the most appropriate use of PDSA time and resources To provide excellent customer service to PDSA clients, internal customers and supporters. Work with the pet hospital team to deliver the pet hospital budget through income generation (through contributions, concessionary treatment and preventive sales) and cost control (through management of direct treatment costs). Work with the hospital team to effectively implement and embed projects, initiatives and policy developments at the pet hospital within the required timescales Ensure compliance with risk assurance processes in the pet hospital including; health and safety; security; clinical governance, Royal College of Veterinary Surgeons (RCVS) Code of Professional Conduct, data protection and eligibility. Compliance with all PDSA policies and procedures 		<ul style="list-style-type: none"> Completion of programme and RCVS VetGDP within agreed timescales Effective communication and team working with colleagues. Consultation, diagnostic and surgical outputs appropriate in relation to stage of the programme. Customer service measures met. Income and expenditure targets met. 	<ul style="list-style-type: none"> Head and Heart Better together Passion with purpose Leading effectively Planning and organising Acting commercially
		Dimensions	Role-specific knowledge & skills
		<ul style="list-style-type: none"> Direct Reports: None Indirect Report: None Internal Contacts: Pet Hospital teams, clinical coach (VetGDP mentor), other graduates External Contacts: Clients, Private Veterinary Practices 	<p>Essential</p> <ul style="list-style-type: none"> Strong team working skills and ability to build relationships Ability to communicate confidently at all levels and build rapport quickly Demonstrates resilience through responding positively and learning from setbacks MRCVS registered (at start of programme) Full UK driving licence <p>Desirable</p> <ul style="list-style-type: none"> Experience of Extra Mural Studies/ Seeing practice at PDSA Flexible in location where willing to work for PDSA Ability to work autonomously and use initiative Pragmatic and solution focused approach to decision making Calm under pressure and adjusts to changing situations
Approved By: HR Shared Services Manager		Date: February 2021	