



POSITION TITLE	Compliance Veterinarian
DEPARTMENT/ UNIT	The Centre for Phenogenomics
EMPLOYMENT TYPE	Regular Full Time
HOURS OF WORK	37.5 hours per week
EMPLOYEE GROUP	Non-Union
REPORTS TO	Head, Laboratory Animal Services (SickKids) and the TCP Director, Research & Facility Operations

ORGANIZATION OR DEPARTMENT DESCRIPTION:

The Centre for Phenogenomics (TCP) is a state-of-the-art research centre enabling groundbreaking research and discovery, with the goal of advancing human health. We are the largest Centre in Canada, brought about through an innovative scientific collaboration among preeminent research hospitals including Mount Sinai Hospital and The Hospital for Sick Children. Our ability to generate, hold, analyze, archive and distribute a critical mass of genetically engineered mice is unique. Your significant contributions will assist in maintaining our momentum in advancing our research.

The Hospital for Sick Children (SickKids) is a world-renowned academic health science center dedicated to the care and prevention of children's diseases. The Research Institute at SickKids is the largest hospital-based institute of its kind in Canada, employing over 900 staff ranging from research trainees to principal investigators. Affiliated with the University of Toronto, our mission is to further advance basic and clinical research and to train the next generation of leaders in the understanding, prevention and treatment of pediatric diseases.

JOB DESCRIPTION

With a dual reporting line to the Head, Laboratory Animal Services (LAS) at SickKids and the TCP Director, Research & Facility Operations, the Compliance Veterinarian is responsible, on behalf of the Animal Care Committees (ACCs), for ensuring TCP/SickKids' adherence to institutional policies, provincial regulations and national guidelines and standards for the welfare of animals in science and education programs. Ensuring full compliance with standards set by the Canadian Council on Animal Care (CCAC) and the Animals for Research Act of Ontario, the Compliance Veterinarian acts in support of all ACC oversight processes, policies and procedures. This includes oversight of routine ACC site visits and the Post Approval Review Program.

JOB RESPONSIBILITIES:

- Refine and manage the TCP/SickKids' post-approval review (PAR) program to ensure it is independent, effective, collaborative and collegial to ensure that animal-based work at TCP/SickKids aligns with approved Animal Use Protocols and conforms to all regulatory and institutional requirements.
- Track issues of protocol drift and identify the need for protocol amendments during PAR audits, or from information received from the Laboratory Animal Services (LAS) and TCP veterinary staff or ACC members.
- Manage and respond to all compliance notifications and report issues of noncompliance to the ACCs and appropriate institutional officials as needed. Work collaboratively with animal users to solve identified noncompliance issues.
- Prepare reports to the ACCs on matters of non-compliance and work with the ACC Chairs and the Head, Lab Animal Services and Director TCP to determine satisfactory resolutions.
- Participate in ACC monthly meetings.
- Oversee compliance with and development of facility policies and guidelines and standard operating procedures through effective and ongoing communication with TCP/LAS personnel and animal users.
- Oversee the endpoint and post-operative monitoring by research staff.
- Assist with the review, revision, and preparation of animal use protocols to guide the ACCs in their mandates to give approval for the use of animals in teaching and research projects.
- Assist with annual regulatory reports to the federal and provincial agencies and oversight bodies (ie. CCAC, OMAFRA, Health Canada).
- Work with the ACC Coordinators to notify animal users of the need for supplemental training identified through incident reports or concerns brought forward by PAR audits.
- Manage the internal inspection of the facility and ensure that external inspectors are accompanied on all inspections; report findings to institutional officials.
- Participate in regular monthly meetings together with Chairs, Animal Care Committees and Head, LAS and Director TCP in preparation for the regular ACC meetings.
- Performs other related duties as assigned.

EDUCATION & EXPERIENCE REQUIREMENTS:

- **EDUCATION:** Doctor of Veterinary Medicine with a license to practice in Ontario.
- **EXPERIENCE:** A minimum of three years of experience of animal care-related responsibilities or research management in a large institution or university setting
- Must be a strong advocate for the Three Rs of animal-based science and education
- Extensive knowledge of standards set by the Canadian Council on Animal Care (CCAC) and the Animals for Research Act of Ontario
- Ability to communicate and relate with individuals with many different roles and diverse cultural and educational backgrounds
- Ability to exercise good judgement and confidentiality in a compliance role, while converting findings of non-compliance into constructive educational opportunities
- Ability to work independently and effectively under tight deadlines with understanding of the need to balance medical and scientific progress with animal welfare
- Strong interpersonal and communication skills, and the ability to work collaboratively with a wide range of internal and external stakeholders.

All interested candidates should email their resumes along with a cover letter to: tcp_careers@phenogenomics.ca

In accordance with Institute's policy and legislated health and safety requirements, employment is conditional upon the verification of credentials, completion of a health review, and demonstrating proof of immunity and vaccination status of vaccine-preventable diseases.

The Lunenfeld-Tanenbaum Research Institute and TCP are a scent sensitive environment and all members of the community are expected to refrain from wearing or using scented products while visiting or working at the Institute and TCP. We also support a barrier-free workplace supported by the Institute's accessibility plan, accommodation and disability management policies and procedures. Should you require accommodation at any point during the recruitment process, including accessible job postings, please contact the Lunenfeld-Tanenbaum Human Resources Department.