



**UNIVERSITY  
OF ALBERTA**

## **Science Animal Support Services (SASS) Director**

SC Animal Support Services

Competition No. - **A100146986**

Closing Date - **Will remain open until filled.**

**While this position welcomes applications from the public, please note that preference will be given to current employees at the University of Alberta. Please indicate your internal status using the "Advertisement" drop down menu when applying.**

The Director of Science Animal Support Services (SASS) reports directly to the Faculty of Science Dean and is responsible for managing the operation of the SASS facilities and applying the art and science of veterinary medicine in all its aspects in support of the research and teaching programs of the Faculty of Science. The Director is responsible for the operational and strategic business plan for animal services within SASS, which includes exploring opportunities to deliver cost recovery initiatives to external organizations and enhancing the cost effectiveness of the service within a cooperative University environment to ensure the best long-term vision and objectives are established for the facility.

The Director of SASS works collegially with the Animal Care and Use Committee for Biosciences (ACUC:B), the Committee for Animal Resources (CAR) and the University Animal Policy and Welfare Committee (UAPWC), the Research Ethics Office and the University of Alberta Veterinarian to maintain the Faculty of Science animal research facilities and programs in compliance with the guidelines and policies of the Canadian Council on Animal Care (CCAC).

The Director collaborates and assists the Director of Health Sciences Laboratory Animal Services (HSLAS) and the Director of Animal Care for the Faculty of Agricultural, Life and Environmental Sciences (ALES) to coordinate veterinary activities and programs campus wide.

### **Duties**

#### ***Business Planning, Budget and Leadership and Resource Planning***

- Assist SASS Operations Supervisors in determining animal care policy and direction; provide advice on animal health and disease management
- Supervise and manage non-academic staff and financial administration for SASS
- Work with SASS staff, the Faculty of Science, and Facilities and Operations to identify and prioritize maintenance and repair projects within the animal facilities
- Set strategic goals and develop operational plans for the unit to best meet projected needs of future researchers; develop policies and procedures, including standard operating procedures pertaining to animal care and welfare at the institutional level

#### ***Veterinary Care and Animal Welfare Support for Research***

- Provide veterinary oversight for animals and animal care facilities associated with SASS and AUPs reviewed by the ACUC: Biosciences
- Ensure all animal husbandry and associated procedures are appropriate to the species and research being conducted

- Ensure facilities are designed and maintained to meet user needs and comply with Canadian Council on Animal Care (CCAC) Guidelines
- Assist in the design of animal experiments to aid the researchers and instructors in the preparation of the Animal Use Protocol (AUP) applications for review by the ACUC
- Supervise the creation and maintenance of Standard Operating Procedures (SOPs) for the animal facility and its clients
- Develop and refine surgical and anesthetic techniques for experimental animal models
- Maintain all relevant records on animal use, health and environment

### ***Teaching, Training and Consultation***

- Provide leadership and ensure training is provided to meet the CCAC guidelines for animal user training specific to protocols approved by the Animal Care and Use Committee (ACUC) for Biosciences
- Develop educational materials and content for the training of trainers within SASS
- Host visiting veterinarians enrolled in the Laboratory Animal Medicine practicum program
- Provide teaching and training to the research community on the provision of animal care
- Work directly with researchers and their lab staff to obtain proficiency in animal-related techniques required to conduct the experiments
- Deliver guest lectures in credit and non-credit courses on topics such as animal use in science, animal welfare, animal health and disease or other relevant topics.

### ***Animal Ethics and Compliance Management***

- Provide leadership and support for the implementation of all policies on the ethics and use of animals for research, testing and teaching developed by the University Animal Policy and Welfare Committee (UAPWC) at the University of Alberta, in accordance with CCAC guidelines, relevant policies and Provincial legislation and regulations.
- Consult with and assist animal users in the application process for animal use and experimental design to promote the principles of the 3Rs (reduction, replacement and refinement) of humane animal experimentation with respect to animals housed within SASS facilities, and also those used by animal users in the field (fish and wildlife) whose AUPs are reviewed by ACUC: Biosciences
- Participate in the annual documentation for Animal Use Data Form submission to CCAC
- Prepare documentation for the triennial CCAC assessment site visits
- Represent the Faculty of Science and SASS on the UAPWC and CAR

### ***Liaison/Interaction with Research Partners and Stakeholders***

- Provide animal research support to faculty, students and technicians using SASS facilities and resources, and those working with fish or wildlife in the field.
- Ex officio membership on the ACUC: Biosciences, the University Animal Policy and Welfare Committee, the Committee on Animal Resources, and Veterinarians Committee.
- Service membership on Faculty and University committees and working groups
- Service membership on external working groups and committees; for example, as a participant on CCAC standing committees or on CCAC assessment visits to other institutions in Canada.
- Communicate regularly with the CCAC, members of the Canadian Association of Laboratory Animal Science and the Canadian Association of Laboratory Animal Medicine; and veterinarians from other Canadian institutions with active animal research programs to ensure the University of Alberta compares favorably with our colleagues in matters of animal policy, welfare and compliance

## Qualifications

- Possess a degree in veterinary medicine and be licensed to practice veterinary medicine in the Province of Alberta
- Have a minimum of 3-4 years' experience in a private veterinary clinical setting and extensive knowledge of animal medical care, including surgery and anesthesia of a wide variety of species, particularly fish
- Experience and/or formal training (Master's level preferred) including care and use of animals in a research setting
- Understanding of research procedures and techniques used in animal research models
- Knowledge of laboratory animal programs, policies and procedures, and CCAC standards and guidelines
- Knowledge, training and/or experience in husbandry and care specific to freshwater fish, and marine fish and other aquatic species
- Experience in administration and/or business management; basic finance skills to understand the unit budget and institutional financial systems
- Ability to interpret legislation, policy and guidelines (Institutional, Provincial, National and International) and translate this information into advice as needed to all levels of staff and management within the facility
- Experience with administrative and research structures and policies within the University of Alberta
- Strong problem solver, seeking the needed input from specialist knowledge sources and implementing those changes
- Demonstrated ability to effectively communicate with colleagues, clients and staff
- Strong people leadership and strategic planning skills demonstrated through the focused leadership of a diverse operational staff
- Competent user of information technology

In accordance with the [Faculty Service Officer Agreement](#), this full time continuing position offers a comprehensive benefits package found at [Faculty & Staff Benefits](#) and salary will be commensurate with experience and qualifications.

*COVID-19 Vaccination: Proof of full vaccination against COVID-19 in compliance with the University's COVID-19 Vaccination Directive. Fully Vaccinated means a status an individual achieves 14 days after having received the recommended number of doses of a COVID-19 vaccine approved by Health Canada or the World Health Organization, and requires the individual to maintain the recommended number and type of vaccine doses as updated and required by Health Canada thereafter.*

## How to Apply

### [Apply Online](#)

**Note:** Online applications are accepted until midnight Mountain Standard Time of the closing date.

*The University of Alberta is committed to an equitable, diverse, and inclusive workforce. We welcome applications from all qualified persons. We encourage women; First Nations, Métis and Inuit persons; members of visible minority groups; persons with disabilities; persons of any sexual orientation or gender identity and expression; and all those who may contribute to the further diversification of ideas and the University to apply.*