**Veterinary Director**

**Date Posted:** 08/18/2021  
**Req ID:** 13463  
**Faculty/Division:** UofT Mississauga  
**Department:** UTM: Ofc of VP-Research  
**Campus:** University of Toronto Mississauga (UTM)

**Description:**

**DESCRIPTION:**

The Veterinary Director works independently to manage the campus’ growing vivarium and animal care program in support of academic and research missions, and is responsible for veterinary care of all research and teaching animals housed at UTM. The incumbent examines, assesses, diagnoses and formulates treatment plans for a variety of laboratory animals, provides guidance and expertise to researchers and staff, and performs surgeries and animal care. The Veterinary Director is responsible for providing operational leadership to the vivarium, animal research directions, renovations and development of vivarium structures, processes and efficiencies. The Veterinary Director is responsible for the overall operations of the vivarium at UTM including planning, human resources and financial management; development of quality systems and programs to rectify process and vivarium gaps; optimization of services to researchers; and performance of cross-functional and other duties consistent with job classification as required. The incumbent also provides veterinary and technical services, performs and oversees faculty, staff and student training and ensures conformity of all laboratory users with government and Canadian Council of Animal Care (CCAC) standards. The Veterinary Director leads, motivates and coordinates the activities of unionized staff and others, providing strong leadership with a view to maintaining first class animal care that complies with or exceeds the standards set by provincial and federal authorities. The incumbent liaises with the University Regulatory Veterinarian, Animal Laboratory managers across the University, the OVPR and researchers to inform all of the up-to-date issues arising with the vivarium and to provide coordination of the campus animal research activities with university agencies and committees. The incumbent is a member of both the Local Animal Care Committee (LACC) and the University Animal Care Committee (UACC). The incumbent will also provide on-call back up support to both the Faculty of Arts and Science and University of Toronto Scarborough animal care facilities.

**CLINICAL ACTIVITIES**

Examine animals to identify complex problems relating to health and general animal care.

Diagnose medical conditions in animals based on in-depth assessment to determine the appropriate treatment plan.

Treat animal health issues as they arise based on veterinary expertise and knowledge of research and experimental procedures.

Develop and discuss animal treatment plans with the researchers and animal care staff.

Perform follow-up of current clinical cases, updating researchers and animal care staff where appropriate.

**CLINICAL ADMINISTRATION**

Represents UTM on the LACC, UACC, and other committees to provide input and expertise.

Review Animal Use Protocols to ensure guidelines meet the Animals for Research Act, Guidelines of the CCAC, and University policies and procedures.

Assist with writing and reviewing standard operating procedures.

Communicate changes to standard operating procedures to staff and researchers

**MANAGES ANIMAL CARE PROGRAM**

Develops an animal care program to meet the academic and research needs of the users and to achieve or exceed legislated animal care standards.

Schedules and plans duties to be conducted by staff in order to provide an effective and efficient animal care program.

Provides advice, information, training and direction about the care of animals to academic staff, research technicians, post-doctoral fellows, graduate students, staff and others.

Provides specialized staff training to upgrade skills to conform to changing CCAC standards.

Provides training and advice to researchers and students in animal handling techniques as well as post-operative animal care.

**MINIMUM QUALIFICATIONS:**

**EDUCATION:**

Doctor of Veterinary Medicine with a license to practice in Ontario.

**EXPERIENCE:**

A minimum of six (6) years’ experience in a strategic leadership and management role in an animal research environment including experience managing staff, preferably in an unionized environment. Prior experience managing a vivarium renovation project preferred. Experience developing organizational change models is required.  Demonstrated decision making ability with respect to organizational structure, staff and management.  Experience developing, implementing and maintaining an animal care program within a research/academic environment. Experience with CCAC and Provincial standards is required. Experience with Biosafety Level II materials and the maintenance of highly specialized rodent and fish breeding lines. Experience working with and interpreting policies and procedures pertaining to animal care and animal care legislation. Experience working with and interpreting policies related to human resources and procurement. Experience providing training and leadership to students and adults and supervising staff.

**SKILLS:**

Superior interpersonal skills as well as excellent oral and written communication skills. Ability to work with minimal or no supervision. Excellent computer skills which should include a good knowledge of Powerpoint, Word and Excel software. Excellent decision-making skills, and ability to work under pressure. Diplomacy and tact are essential. Effective problem solving with animal treatment plans and research projects.

**HOURS OF WORK:**

Normal University hours are Monday to Friday 8:45 a.m. to 5:00 p.m. with regular veterinary on-call weekday and on-call weekend coverage required.

**Closing Date:**08/31/2021,11:59PM ET  
**Employee Group:** Salaried   
**Appointment Type**: Budget - Continuing   
**Schedule:** Full-Time  
**Pay Scale Group & Hiring Zone:**PM 6 -- Hiring Zone: $115,780 - $135,076 -- Broadband Salary Range: $115,780 - $192,967  
**Job Category:** Research Administration & Teaching

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**Diversity Statement**  
The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas.  
  
As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see <http://uoft.me/UP>.

**Accessibility Statement**  
The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.  
  
The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.  
  
If you require any accommodations at any point during the application and hiring process, please contact [uoft.careers@utoronto.ca](mailto:uoft.careers@utoronto.ca).  
All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

For more information, please visit: https://jobs.utoronto.ca/job/Mississauga-Veterinary-Director-ON/549754117/?locale=en\_US