# Clinical Veterinarian

**Date Posted:** 05/26/2022  
Req ID:24446  
Faculty/Division: Faculty of Arts & Science  
Department: Biological Sciences Facility  
Campus: St. George (Downtown Toronto)

**Description:**

**About Us**

The Faculty of Arts & Science is the heart of Canada’s leading university and one of the most comprehensive and diverse academic divisions in the world. The strength of Arts & Science derives from our combined teaching and research excellence in the humanities, sciences and social sciences across 29 departments, seven colleges and 46 interdisciplinary centres, institutes and programs.

We can only realize our mission with the dedication and excellence of engaged staff and faculty. The diversity of opportunities and perspectives within the Faculty reflect the local and global landscape and the need for curiosity, innovative thinking and collaboration. At Arts & Science, we take pride in our legacy of innovation and discovery that has changed the way we think about the world.

**Position Summary**

The Clinical Veterinarian oversees all aspects of the veterinary care program within the Faculty of Arts and Science (A&S) and the University of Toronto, Scarborough (UTSC). The incumbent examines, assesses, diagnoses and formulates treatment plans for a variety of laboratory animals. The incumbent provides guidance and expertise to researchers and staff, and performs surgeries and animal care. The incumbent also contributes to the institutional animal user training program and provides veterinary expertise on the Biological Sciences Local Animal Care Committee (LACC) and the University Animal Care Committee (UACC).

Reporting to the Director of Research Services, A&S and to the University Veterinarian, the Clinical Veterinarian is also accountable to the local senior academic administrators of the animal research programs at each A&S, St. George and UTSC (Vice Dean Research and Vice-Principal Research and Innovation, respectively). In all activities, the incumbent is expected to ensure that animal care and use meets or exceeds requirements for compliance with regulatory agencies at University, Provincial and Federal levels. The incumbent will also report to the University Veterinarian in a timely manner if/when critical animal health and welfare and compliance issues/risks have been identified. The incumbent will discuss with the LACCs and the UACC, as required, the development and implementation of initiatives (or improvements) to the animal care and use program to ensure that consistent standards are maintained across A&S and UTSC.

**Duties**

The role provides a range of clinical veterinary services, involving the application of contemporary standards and principles to all areas of the veterinary care program, including laboratory animal medicine & surgery, pathology, anesthesia and analgesia, health surveillance and biosecurity, and pathogen outbreak management.

The Clinical Veterinarian also:

* Ensures the veterinary care program meets the academic and research needs of the users and achieves or exceeds legislated animal care standards.

* Develops and implements initiatives and improvements to the animal care and use program to ensure consistent standards are maintained across all U of T campuses. This includes the development and implementation of new Animal Use Protocols and Standard Operating Procedures (SOPs)/guidelines.

* Provides regular reports to the Vice Dean and Vice-Principal Research and Innovation on the status of the veterinary care program at each site with regards to compliance with all applicable standards, regulations or guidelines (e.g. CCAC, OMAFRA, Tri-Council, institutional). This includes, in addition to clinical aspects, giving updates in such areas as LACC functions, training/competency, occupational health and safety, physical plant operations, or any other relevant area relating to animal care and use.

* Educates and trains researchers, faculty, and staff in various aspects of animal care and use, including ethics of animal use, technical procedures, postoperative animal care, regulatory requirements relating to the care and use of animals in research, animal welfare assessment and humane interventions, and principles of refinement, reduction and replacement (3Rs).

**Essential Qualifications**

**I. EDUCATION:**

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

**II. EXPERIENCE:**

A minimum of five years of experience working in an animal research environment at a major university or a research hospital setting.

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 a wide range of biological and chemical hazards (i.e., Biosafety Level II materials) and the maintenance of many species, in particular, 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 to staff and researchers.

**III. SKILLS:**

Superior interpersonal skills as well as excellent oral and written communication skills. Ability to work with minimal or no supervision. Excellent decision-making skills, and ability to work under pressure.

Effective problem-solving skills.

Diplomacy and tact are essential. Excellent interpersonal skills as well as excellent oral and written communication skills. Builds rapport and relationships with diverse stakeholders.

Excellent computer skills, which should include a good knowledge of PowerPoint, Word and Excel software and experience with animal use protocol software.

**IV. OTHER:**

The incumbent must be able to work under time constraints with minimal or no supervision and be very adept at multitasking. As there are often many issues which need to be addressed in a timely manner, the incumbent will be required to prioritize work.

Excellent administrative and proactive planning and organizational skills.

Demonstrated strategic planning, change and project management skills. Demonstrated judgment, and decision-making employing both tact and negotiation skills. Discretion and confidentiality in dealing with sensitive information. Proven ability to apply vivarium operations and animal research concepts to develop and implement strategic plans (e.g., renovation projects). Proven ability to influence others to conform with regulations set out by CACC and Province.

Proven ability to develop cooperative, collegial working relationships with a broad range of University constituencies (faculty, students, facility staff, and administrators). Strong leadership abilities, including the ability to foster confidence and motivation in facility staff teams. Ability to learn continually ‘on-the-job’ in a dynamic work environment, on own initiative, often without prior training or instructions, to keep abreast of the rapid changes in the research environment.

**Closing Date:** 06/06/2022,11:59PM ET  
Employee Group: Salaried   
Appointment Type: Budget - Continuing   
Schedule: Full-Time  
Pay Scale Group & Hiring Zone: PM 5 -- Hiring Zone: $105,411 - $122,980 -- Broadband Salary Range: $105,411 - $175,685  
Job Category: Faculty - Clinical

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).

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