

With an international reputation for success, Western ranks as one of Canada's top research-intensive universities. Our research excellence expands knowledge and drives discovery with real-world application. Western also provides an exceptional employment experience, offering competitive salaries, a wide range of employment opportunities and one of Canada's most beautiful campuses.

Animal Care and Veterinary Services is dedicated to moving safe and ethical animal-based science forward for Western and its affiliates by offering the following services:

- Oversight of animal-based science activities and areas on campus and within affiliated research institutes
- Animal Use Protocol processing for the Animal Care Committee (ACC)
- Post approval monitoring and quality assurance programs
- Mandated institutional animal user training
- Institutional- and affiliate-wide research support
- Facilitation of and support for Western's animal research database management software

In support of the Vice President (Research), the University Council on Animal Care (UCAC) and the Animal Care Committee (ACC), the University Veterinarian and Director, Veterinary Services & Research Support is accountable for the leadership and management of the University's institutional animal ethics and care program, including all animal holding areas, animal research protocols, and Veterinary Services associated with Western University and affiliated institutions. The incumbent will ensure that the University is fully compliant with national, federal and provincial laws and regulations, as well as University policies and procedures, governing all aspects of the animal ethics and care program. The Director will ensure that animal-based scientists and their staff and trainees are supported in achieving their research objectives through the provision of services that will facilitate their research, while ensuring the health, welfare and approved use of all animals in animal-based science activities. The incumbent will oversee and manage operational issues, liaise internally and externally to identify opportunities for the department to deliver and enhance services and optimize resources, and will lead the Veterinary team to the successful delivery of outcomes for animal-based scientists within Western's Research Community.

Qualifications

Education:

- Doctor of Veterinary Medicine licensed in Ontario
- An active license from the College of Veterinarians of Ontario
- Post-graduate training in laboratory animal medicine preferred
- Board certification by ACLAM preferred

Experience:

- 7 years of extensive experience managing the strategy and operations of an animal care team, in a research environment
- 7 years of experience as a licensed veterinarian in a private practice or laboratory animal setting involving a variety of species
- 5 years' experience managing staff and complex projects
- Demonstrated experience building and maintaining effective teams
- Experience ensuring compliance with and developing Animal Use Protocols
- Demonstrated experience with collaborative conflict resolution

Knowledge, Skills & Abilities:

- Knowledge of strategic planning processes with an ability to identify long-range goals and design realistic plans to attain them
- Ability to collaborate across internal and external boundaries to meet common objectives, improve outcomes and support work beyond one's own unit
- Demonstrated ability to build and maintain strong, collegial relationships with colleagues, researchers, and their staff
- Demonstrated ability to resolve conflicts collaboratively
- High degree of professionalism with an ability to work effectively with internal and external clients at all levels of management within a highly confidential context
- Ability to organize and effectively manage financial and human resources needed to achieve results
- Capacity to handle risk and uncertainty, while being decisive in ambiguous situations
- Leadership skills with the ability to inspire employees and develop a shared vision to lead a team to excellence
- Verbal communication skills to translate information into easily understood terms, summarize information, and provide a rationale for action
- Commitment to ongoing professional development with a desire to maintain a current knowledge of animal care techniques
- Ability to promote individual growth by encouraging others to learn new skills and develop themselves
- Project management skills to champion a project from conception to completion, and to ensure that team roles are clear, milestones are communicated and deadlines are met
- Ability to work well under pressure and use good judgment in assessing difficult situations
- Ability to apply regulations or professional standards to own work
- Ability to work within a flexible schedule to accommodate the University's activities
- Possess a reputation for resourcefulness with a strong sense of accountability and initiative
- Demonstrated integrity and acts in accordance with Western's professional, ethical and procedural framework
- Ability to recommend controls to manage operational and legal risks
- In-depth knowledge of the regulations and guidelines governing animal-based science
- In-depth knowledge of best approaches for monitoring and maintaining animal health
- Technically proficient in veterinary diagnosis, treatment and with surgical and anesthetic procedures in a multi-species environment

Interested applicants are asked to visit: <https://recruit.uwo.ca> to apply online to job reference 13657 by midnight on July 4th, 2018.

The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact Human Resources at hrhelp@uwo.ca or phone 519-661-2194.