

POSITION DESCRIPTION

Position Title:	Vet Surgeon – Remote Programs
Classification:	Veterinary Surgeon L3, Animal Care and Veterinary Services Award
Status:	6-month fixed-term contract (April–September 2026)
Reports to:	Senior Regional Program Manager
Direct reports:	Nil (provides trip-based leadership and mentoring only)
Role Function:	<p>The Veterinarian – Remote Programs is an experienced veterinarian who provides senior clinical expertise and program-level leadership for AMRRIC’s remote veterinary and animal management programs. The role is responsible for:</p> <ul style="list-style-type: none">• Delivering high-quality clinical services in remote communities.• Leading program-level planning and logistics for assigned trips within AMRRIC’s approved program schedule.• Providing on-program guidance, mentoring and coordination for other team members.• Ensuring accurate reporting, data capture and WHS compliance for programs they lead.

CORE DUTIES:

Remote Veterinary Clinical Services

Clinical service delivery – remote programs

- Provide small animal clinical services in remote communities, including:
 - Consultations, diagnostics and medical management
 - High-volume desexing and soft tissue surgery
 - Anaesthesia and analgesia
 - Preventative health (vaccinations, parasite control, health checks)
 - Humane euthanasia where clinically and ethically appropriate
- Apply AMRRIC’s clinical protocols, animal welfare standards and One Health principles in all program delivery.
- Exercise sound professional judgement in complex or challenging cases, seeking advice or escalation only for exceptional or organisation-wide issues.
- Support culturally safe, community-led approaches to animal health and management.

Program planning and logistics (program-level)

- Contribute to planning of assigned remote programs within AMRRIC’s approved program calendar, including:
 - Service scope and priorities for each visit
 - Daily clinic flow and surgical lists
 - The mix of clinical and community engagement activities
- Work with operations/program staff to confirm:
 - Staff mix (vets, vet nurses, support staff, volunteers)
 - Travel, accommodation and vehicle bookings
 - Cold chain and controlled drug arrangements

- Prepare clinical equipment, pharmaceuticals and consumables required for trips, and ensure appropriate documentation and record-keeping (including S8/S4 requirements, where applicable).

Team guidance and collaboration (on-program)

- Act as senior clinician on trip, responsible for:
 - Daily briefings, toolbox talks and WHS check-ins
 - Allocating cases and procedures within the team
 - Real-time clinical guidance to veterinarians, vet nurses, and volunteers
- Provide informal mentoring and skills coaching in the field.
- Model AMRRIC's values of Connect, Respect and Impact in all interactions with staff, community members and partners.
- Provide feedback to relevant managers as needed.

Reporting, data and quality improvement

- Complete or coordinate trip-level documentation and reporting, including:
 - Case numbers, surgeries and procedures
 - Drug usage and inventory reconciliation
 - Community feedback / key issues arising
 - WHS and incident reporting (if applicable)
- Ensure program data is captured accurately in AMRRIC's systems to support:
 - Funder reporting
 - Organisational impact reporting
 - One Health evidence and program evaluation
- Identify opportunities for continuous improvement in remote clinical workflows, protocols and logistics, and provide recommendations to Regional Program Manager(s) and relevant leads.

WHS, risk and wellbeing

- Promote and model a strong safety culture:
 - Lead daily WHS discussions and risk assessments on trip
 - Escalate WHS concerns promptly
 - Ensure team compliance with PPE, manual handling and infection control requirements
- Participate in trip debriefs and incident reviews, contributing to organisational learning.
- Support staff wellbeing on remote programs by promoting a respectful, supportive work environment and ensuring adherence to practical fatigue and rest arrangements.

People Leadership and Advocacy

- Provides senior clinical leadership on remote programs, supervising clinical workflows and mentoring veterinary staff and volunteers. Ensure a positive and safe work environment where the efforts of staff and volunteers are recognised and where they are encouraged to develop to their optimum potential.
- Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of AMRRIC's reputation.
- Participate in relevant AMRRIC meetings, training and planning discussions as requested.
- Contribute professional input to:
 - The review and refinement of clinical protocols and checklists
 - The design of remote program models (within scope agreed with Regional Program Manager/s)

- Represent AMRRIC professionally with partners and stakeholders while on program, and provide stories/content to support communications and reporting.

Professional Development

- Attend and contribute to AMRRIC staff meetings.
- Participate in regular cultural safety and professional development opportunities.
- Maintain relevant knowledge around animal management.
- Maintain relevant veterinary clinical knowledge and surgical skills relating to remote veterinary program delivery.

Classification and conditions

- Classified as Veterinary Surgeon Level 3 – Experienced Veterinary Surgeon under the *Animal Care and Veterinary Services Award 2020 (MA000118)*.
- Hours, overtime, penalties and allowances will be applied in line with the Award and AMRRIC’s policies.
- Remuneration will meet or exceed the current Level 3 minimum rates as set out in the latest Fair Work pay guide for MA000118.

Scope

- This role must be based in Darwin for the duration of the contract. Hybrid or remote arrangements are not available due to the travel-intensive nature of remote program delivery.
- Regular extensive 4WD and occasional light-aircraft travel, with multi-day to multi-week trips in remote communities during the dry season. The majority of this role is spent in the field.
- Work additional hours as required.

SELECTION CRITERIA:

Relevant Experience

Essential

- Minimum 4-5 years’ experience in clinical practice, including surgery and anaesthesia, at a level consistent with an “experienced veterinary surgeon” (Level 3) under MA000118 – i.e. capable of performing more difficult assignments requiring substantial professional experience and initiative.
- Experience working with limited resources or in remote/outreach/community settings (or a strong demonstrated motivation and readiness to do so).
- Experience coordinating clinical work that involves multiple staff or disciplines (e.g. running busy surgery days, managing caseloads with a team).
- Demonstrated experience working with Aboriginal and Torres Strait Islander peoples and a commitment to culturally safe, community-led practice.

Desirable

- Previous involvement in community-based animal management programs, shelters or One Health initiatives.

Skills and attributes

- Strong clinical skills in desexing, soft-tissue surgery and preventative health.
- Experience with flank spay techniques, particularly in remote or high-volume settings, is highly regarded.
- Excellent organisational skills – able to plan and prepare for remote work, manage multiple priorities in the field and adapt to changing conditions.

- Demonstrated ability to lead a team in practice, including clear communication, calm decision-making and supportive mentoring.
- Commitment to culturally safe practice and respect for community-led priorities.
- Strong written and digital record-keeping skills for clinical notes, trip reports and data capture.
- Personal resilience and ability to work in challenging environments, including heat, dust, long travel days and limited amenities.

Qualifications and professional registration

- Current veterinary registration recognised in the NT.
- Certified 4WD training (or willingness to obtain prior to commencement).
- Ability to confidently drive a manual vehicle in remote/off-road conditions..
- Previous experience in a not-for-profit environment is desirable.
- Ability to obtain a non-disclosable National Police Criminal History Check
- Working with Children check valid across jurisdictions, or the ability to obtain such.