



Practice dedicated to zoo, aquatic and exotic animal medicine.

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Job Specification: Veterinary Anatomic Pathologist

IZVG Pathology is a leading provider of post-mortem and histopathology services for zoo, wildlife, exotic pet and aquatic species, and has been providing these for veterinarians, zoos and aquaria in the UK and overseas since 2003. We are based in Keighley, West Yorkshire, and are a department of the International Zoo Veterinary Group (IZVG), a long-established company that has been at the forefront of zoological medicine since 1976. IZVG currently has six specialist zoo and aquarium vets, who mostly work on location at our client collections across the UK and abroad. On site in Keighley, in addition to the Principal Veterinary Pathologist, you will join a small and friendly administrative team working in recently refurbished premises.

We are currently recruiting for a veterinary pathologist based at our histology laboratory and post-mortem suite in Keighley. The position is for a full-time **Veterinary Anatomic Pathologist**, who will be expected to provide diagnostic veterinary anatomic pathology (gross and histopathology) services for aquatic, zoo and wildlife species, oversee the commissioning of ancillary testing, and play a role in overseeing and developing the day-to-day work of the laboratory.

IZVG Pathology has had its own in-house histology laboratory since 2017, and this offers opportunities to work with the technicians to develop our histological expertise in support of the diagnostic caseload.

IZVG Pathology has a unique and interesting caseload composed of necropsy and histopathology specimens derived from zoological, wildlife and aquatic species. Each day we receive specimens ranging across the taxonomic spectrum (aquatic and terrestrial invertebrates, fish, amphibians, reptiles, birds and mammals). These present a range of diagnostic and technical challenges in the production of high quality clinically relevant reports, and we are looking for candidates who will relish this and help us to improve the quality and efficiency of our service. The post holder will have an interest or enthusiasm for aquatic species including fish and enjoy the practical aspects of gross post-mortem examination as well as histopathology. IZVG Pathology has a wealth of educational and archival training material available, and full support will be offered by the Principal Veterinary Pathologist. The role will suit a self-motivated individual willing to seek out additional information, employ a comparative approach and think laterally in their daily work.

JOB SUMMARY:

The position holder will be responsible for the day-to-day delivery of diagnostic veterinary pathology (gross post-mortem and histopathology) and will routinely work within the Keighley laboratory. They will be expected to perform all designated tasks within the laboratory to ensure the efficient running of our diagnostic histopathology services. In addition, the holder will be required to assist with technical direction for the histology technicians, commission appropriate ancillary testing for samples arriving at the laboratory and play a role in the ongoing development of laboratory quality assurance processes. The further development of departmental technical protocols, training and support for visiting EMS students and residents and daily liaison with IZVG staff in other departments, including our clinical veterinarians, will also be required. There may be an occasional requirement to travel off-site to undertake diagnostic work on specimens that cannot safely be handled at the Keighley site.

KEY BENEFITS:

- Salary consistent with experience and responsibilities (from £40,000, negotiable)
- Enrolment in company pension scheme with employer contribution (currently 4%)
- 23 days annual leave (plus statutory holidays, rising to 25 days with period of employment)
- Financial support for Continuing Professional Development
- Company private healthcare (Aviva) and indemnity insurance (Veterinary Defence Society)
- Company mobile telephone
- Sponsorship of UK immigration application (if relevant)

PRIMARY DUTIES AND RESPONSIBILITIES:

The primary duties and responsibilities for this position may include:

- Performing, commissioning or supervising all relevant procedures for the veterinary anatomic pathological diagnosis of aquatic, zoo, exotic and wildlife species as submitted to IZVG Pathology's service.
- Maintaining the required portfolio of CPD activity as required by the RCVS and other relevant professional bodies (e.g. RCPATH, ECVP, ACVP) as appropriate.
- Presenting the work of IZVG Pathology to relevant professional organisations and maintaining and enhancing the profile and reputation of IZVG Pathology through all diagnostic, client-facing and public-facing activities.
- Continuing to develop knowledge and expertise, keeping abreast of relevant current literature and adopt technical innovations as appropriate.
- Being familiar with, and adhering to, all laboratory and company employment and occupational health and safety policies and procedures.
- Playing a role in the oversight of routine laboratory operations as required, including within the histology laboratory and associated archive and storage areas.

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- Providing guidance and oversight for the histology technicians at sample receipt, during the trimming and processing of samples, and in the post-mortem room facility.
- Developing/auditing laboratory operations as necessary for the maintenance of quality or in response to diagnostic demand. This will include responsibility for maintaining and reviewing the laboratory SOPs and risk assessments, and auditing compliance with quality management system procedures, SOPs and company policies.
- Maintaining appropriate databases, archives and tissue/sample banks and working with clients and collaborators to make these available for additional research as diagnostic workload permits.
- Preparation and dispatch of samples for onward referral to other diagnostic laboratories.
- Ensuring good co-operation and communication within the IZVG Pathology team, other IZVG departments and with external clients.
- Communicating issues or problems arising within the laboratory to the relevant senior member of staff.
- Assisting in the supervision and training of junior members of staff according to current training records and as required.
- Assisting in the supervision and training of veterinary EMS students and post-graduate students and visiting residents according to current training records and as required.
- Participating in internal and external audits as required.
- Undertaking other appropriate duties as directed by the Principal Veterinary Pathologist or Directors.
- On an occasional basis, shared and in agreement with the Principal Veterinary Pathologist, taking responsibility for urgent or emergency diagnostic work that requires out-of-hours and/or off-site working.

EDUCATION/QUALIFICATIONS:

- Eligibility to work in the United Kingdom (ESSENTIAL)
- Veterinary Surgeon, MRCVS (or immediate eligibility) (ESSENTIAL)
- Post graduate qualification in Anatomic Veterinary Pathology (FRCPath, DipECVP, DipACVP) or equivalent (ESSENTIAL)
- Fluency in pathology report writing and general communication in English (ESSENTIAL)

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- Post graduate qualification in related veterinary/pathology/conservation/research discipline (MSc, PhD, BVSc etc) (DESIRABLE)
- Evidence of presentation to and/or publication for appropriate professional audiences (DESIRABLE)
- United Kingdom Driving Licence (or immediate eligibility) (or access to appropriate means of transport if required)

EXPERIENCE:

- Completion of veterinary training and Professional Development Phase (PDP) (if applicable) (ESSENTIAL)
- Veterinary pathology residency training or equivalent (ESSENTIAL)
- Experience in the diagnostic veterinary pathology of non-domestic species, particularly aquatic species (DESIRABLE) or strong evidence of a willingness and aptitude to develop such as expertise (ESSENTIAL)
- Responsibility for a diagnostic veterinary pathology caseload in a commercial or veterinary school setting (DESIRABLE)
- Understanding of routine aspects of histological processing and of underlying technical processes and instrumentation (DESIRABLE)
- Understanding of ancillary diagnostic and research techniques as they relate to diagnostic veterinary pathology, and application of such techniques in previous role (DESIRABLE)
- Previous experience in supervisory roles (e.g. supervision/training/audit) within a veterinary pathology environment (DESIRABLE)
- It is expected that candidates will be comfortable working with veterinary cadaver material from any species (subject to appropriate risk assessment) (ESSENTIAL)

REQUIRED SKILLS AND ABILITIES:

- In addition to assumed high level technical competence in veterinary anatomic pathology, motivation, empathy and understanding are required to perform routine work assignments and address day-to-day issues in an efficient and autonomous manner. You will be comfortable maintaining the ongoing diagnostic workflow of the Department and to assist in collating and organizing information in accordance with established procedures or as requested by the Principal Veterinary Pathologist or the Directors. The ability to communicate, co-ordinate and problem solve with others to ensure a smooth work-flow is essential. Routine familiarity and

competence in the use of computer software appropriate for laboratory and report management and internal and external communication will be assumed.

PHYSICAL DEMANDS:

- The role may require standing for extended periods of time during necropsy examinations of large species. It will require working within a biological safety cabinet and extended periods at the microscope and using Video Display Equipment. High levels of manual dexterity and visual acuity are necessary because of the nature of the post. Duties (particularly in the post-mortem room) may involve medium lifting.

WORK ENVIRONMENT:

- General histology laboratory and post-mortem suite, office areas
- The incumbent may be exposed to potentially harmful infectious and noxious agents (with appropriate personal protective equipment being provided).
- Exposure to unpleasant odours and bodily fluids during the course of post-mortem examinations should be expected and the incumbent is expected to be comfortable with this.
- Rarely the post holder may be required to work off-site and to take responsibility for the professional oversight of procedures (such as necropsy examinations) at external locations and including non-IZVG staff.

THIS POSITION REPORTS TO:

Principal Veterinary Pathologist