

**LINE MANAGERS ARE RESPONSIBLE FOR BRINGING THIS NOTICE TO THE ATTENTION OF STAFF WHO ARE ABSENT FROM THE OFFICE OR DO NOT HAVE ACCESS TO EMAILS/INTRANET**

**VETERINARY SERVICE ANIMAL HEALTH GROUP – TEMPORARY PROMOTION / DEVELOPMENT OPPORTUNITY**

**Divisional Veterinary Officer (DVO) –Analogous Grade 7**

<b>GRADE:</b>	Divisional Veterinary Officer (DVO) – Analogous Grade 7
<b>ELIGIBLE FIELD:</b>	Applications are invited from the following staff who are interested in this temporary promotion / development opportunity: <ol style="list-style-type: none"> <li>1. Substantive staff at the grade of Veterinary Inspector and analogous grades.</li> </ol> <p style="text-align: center;"><b>AND</b></p> <ol style="list-style-type: none"> <li>2. Substantive Veterinary Officers, Veterinary Officer Testing and Temporary Veterinary Officers.</li> </ol>
<b>DIVISION/GROUP</b>	Veterinary Service Animal Health Group
<b>JOB TITLE (if any):</b>	Divisional Veterinary Officer
<b>POSTS VACANT:</b>	Initially there is potential for up to 4 posts to be filled.  Each temporary opportunity is expected to run for an initial period of 3 to 6 months, following which it will be reviewed and considered for rotation or extended as required. The opportunity will end when a permanent appointment to the post(s) is made, or the need comes to an end.  It is expected that the successful officers will return to their current permanent postings at the end of the temporary arrangement.

<p><b>ELIGIBILITY CRITERIA</b></p>	<p>Applicants must, by the closing date for applications:</p> <p>1a. Be a member or Fellow of the Royal College of Veterinary Surgeons (MRCVS/FRCVS)</p> <p><b>AND</b></p> <p>2. Be able to demonstrate a minimum of 2 years' experience** in the delivery of official controls and other official activities*** in animal health and/or veterinary public health</p> <p><b>** This experience can be gained outside of the department and in roles either as an Official Veterinarian or an Auxiliary.</b></p> <p><b>*** Official controls and other official activities as defined within EU Regulation 625/2017 Article 2.</b></p>
<p><b>ADDITIONAL REQUIRMENTS</b></p>	<p>To ensure suitability to undertake these roles successful applicants must have:</p> <ol style="list-style-type: none"> <li>1. A colour vision, Tuberculosis, Brucellosis, Food Handling and Audio medical assessments. If applying for this opportunity it is assumed that you are confirming that this requirement is met, and</li> <li>2. Standard security vetting in place.</li> </ol> <p>If applying for these roles it will be assumed that these requirements are met. If not, you must confirm this when submitting your application.</p>
<p><b>WORKING PATTERN:</b></p>	<p>The successful candidates will be required to work 37 hours per week, excluding in-work rest breaks.</p> <p>The role may require some work outside normal working hours, including early mornings, evening, occasional shift working and weekends.</p> <p>In addition, the successful candidates will be required to participate on weekly on-call rotas during weekdays, weekends and evenings.</p> <p>Successful candidates will also be required to attend work out of hours in exceptional circumstances.</p> <p>All work outside of normal hours will be paid in line with the NICS HR Handbook.</p>

<b>LOCATION:</b>	This competition will be used to fill several positions across the business area. These will be based in Field offices, VPHP locations, Portal Operations and Headquarter Programme areas dependant on the position and established post location.
<b>BACKGROUND:</b>	<p>The DVO posting is the first senior leadership role within VSAHG. The main purpose of the DVO role is to manage all non-centralised VSAHG Branch functions and responsibilities, to oversee Branch stewardship in respect of corporate functions and to lead, manage and direct teams in the discharge of their policy advisory or operational delivery duties embracing:</p> <ul style="list-style-type: none"> <li>➤ Veterinary Public Health</li> <li>➤ Official Controls and Official Activities</li> <li>➤ Animal Welfare</li> <li>➤ Enzootic Diseases</li> <li>➤ Epizootic diseases</li> <li>➤ Access to Third Country Export Markets</li> </ul>
<b>KEY OBJECTIVES</b>  <b>DUTIES, ROLES, AND RESPONSIBILITIES</b>	<p>The key objectives for the role are embraced in the VSAHG strategic objectives to develop and implement policies that aim to prevent, control and/or eradicate animal diseases affecting livestock production and trade, to ensure that meat is safe and wholesome, animal welfare requirements are observed and agri-food legislation relating to feed and food safety is implemented.</p> <p>The DVO role has multipurpose and broad spectrum demands combining technical subject matter expert requirements and management disciplines.</p> <p>As a Veterinary Subject Matter expert you will be required to develop an in depth knowledge and understanding of the legislative provisions of the dedicated discipline, understand how it fits into both EU and domestic frameworks together with measures towards policy, compliance and enforcement. You will be expected to invest time in a balanced self and team development programme with the purpose to deliver high quality outcomes to stakeholders and management. You will be expected to work independently and manage time and resources efficiently. You will be expected to understand your role in supporting the Programme Manager (Grade 6) and Senior Veterinary Management Team. You will have responsibility of communicating high quality, accurate advice across all formats, often at pace, to ensure a culture of “No Surprises” across the Group. You will be expected to take delegated decisions and to make appropriate evidence-based recommendations. You are expected to understand and apply</p>

	<p>information management, record keeping, security and preparedness for audit and scrutiny.</p> <p>You will be expected to account for delivering SMART objectives to a Business Planning outline, ensuring new work is measured and included according to available resource and where necessary priorities are set accordingly. As a senior leader you are expected to manage expectations within both staff and stakeholders according to budgetary constraints and Managing Public Money Principles. You are expected to apply reporting, stewardship and risk monitoring as integrated work systems and maintain accurate records.</p> <p>As a leader you will develop and demonstrate your own style and learn from available training, to motivate teams in public service to get the best from colleagues. You will strive to support all colleagues with the ambition of contributing both inside and outside your normal work sphere.</p>
<b>SALARY</b>	<p>£52,578 - £56,237(under review)</p> <p>Salary will be within the above range. Pay progression will be as per current NICS pay policy. Starting salary on appointment will be determined by promotion, re-grading or downgrading terms. Please refer to Chapter 8.30 Starting Pay on Transfer to a New Substantive Grade or Chapter 8.09 Payment for Temporary Service in a Higher Grade, of the Staff Handbook.</p> <p>Successful applicants may, if they have a clear and appreciable responsibility for organising and overseeing the work of other members of staff at the same grade, be paid a pensionable Supervisory Allowance of 5% of their basic pay. Payment of a Supervisory Allowance will cease immediately when your extra responsibilities come to an end.</p> <p>Full details on the policy relating to this allowance can be found in section 8.20 of the NICS HR Handbook which staff can access on the Employee Services Portal.</p> <p>Applicants at either VOT/TVO grades should be aware that, if successful, regrading terms will, in respect of pay, be applied.</p> <p>At the end of any temporary arrangement VOT/TVO staff will revert to their original terms and conditions as a VOT/TVO.</p>
<b>ADDITIONAL INFORMATION</b>	<p>Successful candidates will be required to undertake training as identified by management as essential to the role.</p> <p>The duration of any temporary appointment resulting from this competition will be subject to continual review with the out</p>

	<p>workings of the VSAHG veterinary grading review, when known, factored into considerations.</p> <p>The decision on where any successful candidate will be posted will be based on business need at date of appointment to the role. However, once appointed, successful candidates will be required, and must be willing and able to cover duties anywhere in NI in line with business need.</p> <p>Further appointments may be made from this competition, within the next 12 months, should opportunities become available which require the same eligibility criteria and have similar duties and responsibilities.</p> <p>Opportunities will be offered to posts in merit order against the post(s) applied for, or the next closest location if none selected.</p> <p>Application of the NICS Hybrid Working Policy may involve a mixture of remote and headquarter working by agreement with line manager.</p>
<b>TRAVEL:</b>	<p>The successful candidates must have access to a form of transport which will enable them to fulfil their duties.</p>
<b>GENERAL DETAILS:</b>	<p>In accordance with the Career Opportunities and Promotion policy this temporary promotion opportunity is open to all VSAHG staff in the eligible field and who are confirmed as <b>fitted for promotion to the next higher grade and/or capable of undertaking the full range of duties.</b></p> <p>Line managers are required to complete the promotability section/capable of undertaking the full range of duties in the application form for members of their staff in the eligible field who wish to apply for this opportunity.</p> <p>Applications must be made using the appropriate application form, which accompanies this notification.</p> <p>Applications will be assessed by paper sift.</p> <p>It is not envisaged that interviews will form part of this selection process unless candidates cannot be separated into a merit order by means of a paper sift of applications. It is therefore important that applicants demonstrate how they satisfy the requirements of this opportunity in the application form attached to this notice.</p>

<b>NAME/TELEPHONE NUMBER/EMAIL:</b>	Applicants wishing to learn more about the post before deciding to apply may contact [REDACTED] [REDACTED]
<b>CLOSING DATE:</b>	<b>The closing date for this opportunity is:</b> <b>Completed application forms should be sent to :</b>

**PLEASE NOTE THIS IS A TEMPORARY PROMOTION AND/OR DEVELOPMENT OPPORTUNITY OPEN TO STAFF IN THE VETERINARY INSPECTOR AND ANALOGOUS GRADES AND VETERINARY OFFICERS, VETERINARY OFFICER TESTING AND TEMPORARY VETERINARY OFFICERS**