



JOB DESCRIPTION

Job title:	Veterinary Research Pathologist
Pay Band	9
Department:	Disease Control
Reporting Structure:	<pre>graph TD; A[Head of Department (Disease Control)] --> B[Veterinary Research Pathologist];</pre>
Staff reporting to postholder:	Research Assistant
Main purpose of job:	<p>Perform novel morphological research of diseases of animals appropriate to the Moredun Research Institute's Science Strategy and Mission.</p> <p>Perform diagnostic pathology of domestic ruminants farmed in Scotland within defined turnaround times.</p> <p>Develop, maintain and manage staff and facilities to deliver specialist veterinary disease research and diagnostic disease surveillance.</p>
Main duties of postholder:	<p><i>Research</i></p> <p>Perform novel morphological research of diseases of animals appropriate to the Moredun Research Institute's Science Strategy and Mission.</p> <p>Deliver on the objectives of the Scottish Government Strategic Research Programme and those set by externally-funded projects.</p> <p>Initiate, develop, deliver and maintain a research program in accordance with the Moredun Group Strategy.</p> <p>Lead and support the formulation and delivery of external funding proposals in support of research activities.</p>

Main duties of postholder: continued

Initiate and develop external links and collaborations with other research scientists and industry.

Engage with stakeholders and end-users for effective knowledge exchange and technology transfer, including consultancies, peer-reviewed publications, trade articles, reviews, policy papers, presentations.

Manage research budgets.

Disease Surveillance

Perform diagnostic pathology of domestic ruminants farmed in Scotland within a rapid reporting timeframe.

Manage surveillance budgets.

Conduct staff appraisals and assess their training requirements to ensure they have the required skills to do the job effectively.

Adhere to quality and safety standards, by regular audit of assay performance, review of Standard Operating Procedures and Risk Assessments, and by managing staff and supervising students and trainees to ensure accurate and safe execution of work.

Manage, lead, motivate and direct the activities of staff, visitors and students to achieve the aims and remit of the Pathology Department.

PERSON SPECIFICATION

	Essential	Desirable
Attainments:	Veterinary degree acceptable for registration with the Royal College of Veterinary Surgeons (RCVS).	PhD in a veterinary or closely related subject.
		Professional post-graduate qualification in pathology (FRCPath, DipECVP, DipAVCP or equivalent)
		Willing to hold both Personal and Project Licenses
Experience:	Pathology experience (research and diagnostic) with a publication record relating to animal disease research and diagnostic cases in relevant peer-reviewed scientific journals.	

Experience continued:	Essential	Desirable
	Time management and working to deadlines.	
	People management.	
	Interpreting and troubleshooting protocols and experimental data.	
	Writing grant applications and securing external funding.	
	Project design and management skills.	
	Management, supervision and mentoring of staff and students.	
	IT: Microsoft Office, specialist web-based software, data processing and analysis.	
Skills:	<p>Communication Excellent interpersonal and communication skills, oral and written, when dealing with a wide range of managers, staff and other contacts face to face, by email and by telephone.</p> <p>Ability to represent the organisation in a professional capacity at events.</p> <p>Able to deliver talks and poster presentations to a variety of audiences.</p> <p>Ability to write papers, reviews, editorials and reports for publication.</p>	Able to coach, persuade, train and influence others and to give advice.
	<p>Team working Able to work flexibly and effectively as part of the team.</p>	
	<p>Managing relationships Able to build and maintain effective working relationships with a range of people.</p> <p>Ability to deal with a wide range of people with tact and diplomacy.</p> <p>Able to delegate to others.</p> <p>Ability to oversee training and supervision of visiting workers, including Health and Safety.</p>	

	Essential	Desirable
	<p>Resilience</p> <p>Strong ability to work with ambiguity and constantly changing set of circumstances and issues.</p> <p>Ability to deal with difficult issues and enquiries surrounding members of staff, students and clients.</p> <p>Able to remain calm when under pressure with workload and dealing with unpredictability.</p> <p>Ability to handle emotional situations such as animal euthanasia.</p>	
	<p>Confidentiality – awareness of the importance of confidentiality</p>	
	<p>Planning and organization</p> <p>Able to work on own initiative to prioritise day-to-day work taking into account deadlines and resources.</p> <p>Ability to maintain accurate records, both hard copy and electronic formats.</p> <p>Able to store, manage and archive digital data, results and materials relevant to projects.</p> <p>Ability to manage laboratory suite, staff and activities within.</p> <p>Able to manage and authorise decisions regarding budgets.</p>	<p>Ability to prepare, collate and report disease surveillance data.</p> <p>Ability to manage project resources; procure and evaluate laboratory equipment as well as maintain and repair high value items, in accordance with regulations.</p>
	<p>Decision making</p> <p>Able to take independent action where necessary in line with policies and procedures.</p> <p>Able to design, plan and implement new research areas using technical innovation, analytical and creative thinking.</p> <p>Ability to decide appropriate strategies to solve complex scientific problems, using, research, understanding and original thinking.</p>	<p>Ability to develop the pathology aspects of the Laboratory Information Management System (LIMS).</p> <p>Able to use own judgment to understand accuracy, failure or deviance from expected performance and to troubleshoot diagnostic performance.</p>

	Essential	Desirable
	<p>Decision making (continued)</p> <p>Ability to decide the appropriate technique when multiple options are available.</p> <p>Able to authorise Health and Safety and Quality Assurance documentation</p>	
	<p>Flexibility</p> <p>Ability to adapt and work effectively with a variety of situations, individuals or groups.</p> <p>Able to understand and appreciate different and opposing perspectives on an issue and to adapt an approach as the situation changes</p>	
Other skills (please specify)		
Other requirements (please specify)		