



Job Description

Section 1 – Job Details

Job Title	Veterinary Lead of the Avian Expert Group in the Surveillance Intelligence Unit (SIU) – SR21.49	Location	Weybridge, Thirsk, Carmarthen, Penrith, Shrewsbury, Bury St Edmunds, Starcross
Grade	7	Business Unit	Surveillance Laboratory Services Department/Surveillance Intelligence Unit

Section 2 – Summary of role

The APHA Surveillance Intelligence Unit (SIU) is a multi-disciplinary team, responsible for collecting, collating, presenting and analysing scanning (passive) surveillance data. This is exciting and challenging work which includes evaluation of potential threats to animal health and welfare, and public health, by the SIU's Species Expert Groups (SEGs). Much, but not all, of the data that inform potential threats are generated through the APHA network of Veterinary Investigation Centres (VICs), Partner Post-mortem Providers (PPPs) and diagnostic laboratories, as well as horizon scanning activities (e.g. International Disease Monitoring). A full description of the scanning surveillance network is available at: <http://apha.defra.gov.uk/vet-gateway/surveillance/index.htm>

The data are used to produce routine reports relating to endemic livestock and wildlife diseases in the UK for the benefit of a wide range of stakeholders.

We are now recruiting a Veterinary Lead for the Avian Expert Group (AEG) that will bring together expertise to enable identification and characterisation of disease threats relating to the poultry and gamebird sectors. This is a high profile post in a team that has close relationships with industry, Government policy teams, across APHA departments and is part of a network of worldwide recognised scientific experts within APHA, as well as involving close collaborations with other scientific institutions.

The post-holder will manage the associated surveillance budget. Leadership of the high profile AEG will involve joining together multi-disciplinary experts from across APHA and other contributing organisations, providing high quality, evidence-based advice to policy, integrating with key industry stakeholders, coordinating intelligence gathering and awareness of poultry and gamebird related threats, publishing key outputs around those threats, and working with other scientists to identify and take forward developments related to poultry and gamebird diseases.

The post also includes leadership of projects that support continuous improvement of the surveillance system, including a high profile project within the Scanning Surveillance Development Programme (SSDP), which explores data that is complementary to APHA's own diagnostic data.

All of the Species Expert Group veterinary leads also work closely with the Head of SIU, in support of setting and reviewing the strategic direction of scanning surveillance, as well as the SIU Surveillance Epidemiology and Data Analysis (SEDA) team, and the Project, Business and Engagement Support (PROBES) Team. The role will also involve close collaboration with scientists across APHA's Science Directorate and external stakeholders.

Section 3 – Job Description

The Animal and Plant Health Agency is an Executive Agency of the Department for Environment, Food and Rural Affairs working to safeguard animal and plant health for the benefit of people, the environment and the economy.

Leadership of the Avian Expert Group involves chairing regular meetings and setting the agenda to ensure effective outcomes from the AEG; functional management of AEG members; ensuring membership (both within and outside Government) meets the needs of the group; using expertise in the group, including establishing links outside the group, to characterise New and Re-emerging Threats and make decisions on further actions including investigation, mitigation, communication and escalation to Government Risk Assessment groups (including the Veterinary Risk Group, VRG, and the Human Animal Infections and Risk Surveillance group, HAIRS) when appropriate.

Responsibility for delivery of the poultry and gamebird disease surveillance budget, including appropriate allocation of budget to ensure good value for money and improved outcomes, regularly reviewing what can be achieved.

Lead on publication of reports by agreed dates, e.g. Quarterly Emerging Avian Threats Reports, Veterinary Record monthly bird surveillance reports, and others when needed.

Use expertise within the AEG to provide evidence-based and quality-assured veterinary and scientific advice, to policy, other APHA colleagues, industry and others.

Work closely and collaboratively across organisational boundaries, to ensure development and delivery of early warning threat detection and laboratory capacity and capability. Actively build professional networks within APHA and elsewhere to identify collaborators that will support characterisation of poultry and gamebird disease threats.

Work closely with APHA's Heads of Departments, Lead Scientists, Disease Consultants and Discipline Champions to maintain and develop capabilities in the field of poultry and gamebird diseases.

Promote joint working with collaborators and contribute to the design, development and implementation of national policy initiatives, reforms relevant to the operational aspects, and the development of Government strategies.

Provide support to the strategic development of scanning surveillance, working closely with the Head of SIU and other members of SIU to achieve this.

Provide project leadership, specifically a SSDP project that explores complementary diagnostic data to APHA's own data.

To lead and / or contribute to appropriate representation at local, national and international levels with a broad range of stakeholders including Government, other Agencies / Organisations and Industry. Engagement with stakeholders relevant to the poultry industry includes BVPA, Poultry Health & Welfare Group, RUMA and others and maintenance of continuing professional development.

The postholder may be required to act as disease consultant for various poultry diseases.

Establish and develop effective and constructive customer, operational partner, stakeholder and commercial networks and relationships to support the delivery of organisational priorities and objectives. The post may include undertaking a Supplier Liaison Officer role with a Partner Post-mortem Provider.

All veterinary members of SIU are expected to provide support during, and in preparation for, notifiable or reportable disease outbreaks, in line with APHA's commitment to controlling these diseases.

More detail on the objectives of SEGs are described in the TOR (<http://apha.defra.gov.uk/documents/surveillance/seg-tor.pdf>). In summary, the four main objectives are:

1. Detection, investigation and characterisation of new and re-emerging animal related threats in Great Britain
2. Provision of species-based expertise to other APHA and Government Policy work areas
3. Development of veterinary scanning surveillance and knowledge exchange networks
4. Maintenance and development of expertise

Section 4 –Responsibilities

- Excellent people leadership skills, particularly of professional staff, scientific and delivery experts – the post holder will provide inspirational leadership to the Avian Expert Group, to enable the AEG to act as a virtual centre of expertise for surveillance intelligence gathering, analysis and dissemination of the findings
- A strategic thinker with diagnostic, analytical and creative problem solving abilities.
- Well developed interpersonal, decision making skills
- Proven ability to provide visionary veterinary professional leadership to and functional management of multidisciplinary team(s) in a complex, uncertain and changing environment mitigating risks and acknowledging tensions and dependencies.
- Evidence of collaborative working across different disciplines and affiliations to achieve successful outcomes
- Proven ability to build, coach and develop high performance in teams and individuals, and support a climate of continuous learning and improvement.
- Maintaining and assuring appropriate levels of quality assurance for scientific evidence and advice.
- Ability to innovate and work in a flexible and agile way making use of current technology.
- Highly motivated, corporate, self-aware with high inner resilience and calm under pressure.
- Builds a learning culture with a strong focus on continuous development and building capability in others
- Able to maintain a customer delivery focus at all times.
- Good project leadership skills
- Good written and oral communication skills. The post holder will have to be comfortable with communicating across people and groups with a range of scientific knowledge.
- Knowledge of Government scanning surveillance and threat detection, and an understanding of how data are gathered to provide surveillance intelligence, including sources of threat data and information
- Advanced knowledge of veterinary surveillance delivery issues, including approach to scanning surveillance in England and Wales, the role of Veterinary Investigation Centres and other partner providers
- Government policy advice – providing advice and making recommendations, sometimes with an incomplete evidence base
- Comprehensive skills, knowledge and ability in applied state veterinary medicine
- A good understanding of the poultry and gamebird industries, including key stakeholder groups, significant diseases and diagnostic processes
- Experience of working with private veterinary practices, other poultry stakeholders and Government policy teams

Key Relationships

- SLSD Head of SIU, and Head of Department
- Disease and Test Consultants
- Veterinary and science colleagues
- Defra and devolved administrations

Section 4 – Other Information

Behaviours

Leadership – **application** and interview
 Seeing the big picture – **application** and interview
 Making effective decisions – **application** and interview
 Working together – interview only
 Delivering at Pace – interview only

Qualifications

Degree in Veterinary Medicine that is recognised in the UK

Memberships

Registration with the Royal College of Veterinary Surgeons

Selection process details

First stage: Please provide:

- 1) a CV outlining your career history (with key roles and responsibilities)

The Animal and Plant Health Agency is an Executive Agency of the Department for Environment, Food and Rural Affairs working to safeguard animal and plant health for the benefit of people, the environment and the economy.

- 2) a Statement of Suitability of how you match the skills and experience detailed for the current post
- 3) examples of the 3 listed Behaviours (Leadership, Seeing the big picture, Making effective decisions) using the Situation, Task, Action, Result (STAR) approach.

Subsequent interview may also consist of questions against specific behaviours. If successful for an interview you will be asked to undertake a further assessment such as a presentation and details of this will be given prior to interview.

Other Information

Should you be successful at interview you will be required to undertake a baseline security check along with a Baseline Personnel Security Standard (BPSS) check. This includes: identity, employment status, nationality and immigration status, criminal records and any other essential pre-employment checks.

The post can be located at any of the listed APHA sites. Due to the dispersed nature of the SIU team, this post will require travel, including around the Agency’s GB locations, and also veterinary practice or veterinary laboratory visits and attendance at conferences as part of ongoing engagement, research, business meetings and training and continuous professional development activities. The successful candidate may have to ensure that no contact is made with farmed animals or poultry for a period of 1-2 days or more before visiting livestock farms. A valid full driving licence is necessary or access to an alternative means of transport.

Out of hours work may be required in the event of an incident.

Depending on the areas of work involved you will be expected to have any necessary vaccinations or health surveillance. This will be arranged by the Health Team, Weybridge. It may also be necessary to undergo a pre-employment medical assessment.

Vacancy Holder	Name	<input style="width: 95%;" type="text" value="Fin Twomey"/>	Date	<input style="width: 95%;" type="text"/>
Grade 6 Budget Holder	Name	<input style="width: 95%;" type="text" value="Kirsty Line"/>	Date	<input style="width: 95%;" type="text"/>