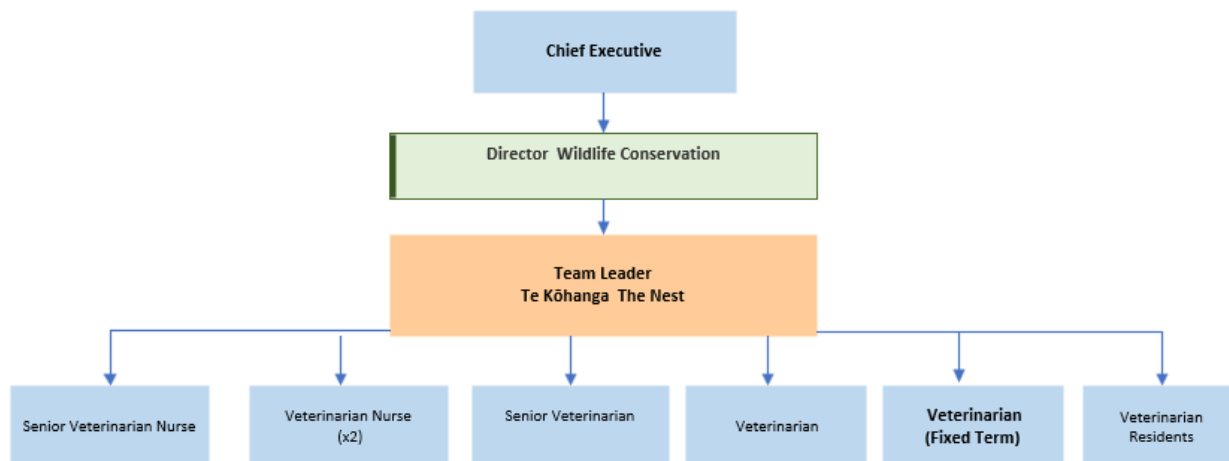


POSITION DESCRIPTION	
Position Title:	Veterinarian (Fixed Term)
Reports To:	Te Kōhanga The Nest (TKTN) Team Leader
Status:	Fixed Term
Position Purpose:	The Veterinarian works collaboratively with the Veterinary Team, the Animal Science Team, Animal Care Manager, Animal Care Team Leaders and Keepers to ensure excellent health standards amongst both Zoo animals and native wildlife that is hospitalised. The Veterinarian is expected to provide the highest standards of veterinary care to all hospitalised in-patients as well as out-patient Zoo animals. The Veterinarian will support the full TKTN team to provide technical advice on the care of the Zoo animals and wildlife medicine, mentoring Resident Veterinarians and providing continuing education and learning opportunities for Veterinary Technicians and Animal Care staff. They also proactively contribute to veterinary research, conservation management and positioning Te Nukua Wellington Zoo as a credible voice to be heard. In addition to the specific duties listed in the role description, the Veterinarian will be expected to carry out any other duties which may reasonably be requested to assist with the Zoo's achievement of its aims and objectives.
Date:	October 2026

Organisation Context:



Important Functional Relationships:

External

- Zoo Visitors
- Partners such as Pacific Radiology
- Universities –Massey and Victoria
- Veterinarians in other Australasian Zoos
- Veterinarians in the community
- Wildlife Rehabilitators
- Department of Conservation staff
- Other conservation agencies
- Wellington SPCA staff
- Contractors, suppliers and consultants
- Zealandia and Capital Kiwi

Internal

- Director Wildlife Conservation
- Animal Care Manager
- Animal Science Manager
- Animal Care Team Leaders and Keepers
- Conservation Manager
- Other TNWZ staff

Key Result Areas:

The position of *Veterinarian* encompasses the following functions or Key Result Areas:

- Animal Health Management
- Preventative Health Care
- Animal Records
- Teaching
- Research and Conservation
- Relationship Management
- Teamwork
- Health and Safety

The requirements in the above Key Result Areas are broadly identified below:

The position holder is accountable for	
1	Animal Health Management
☐	Ensure provision of medical care to the Zoo's animals as well as native wildlife to a very high standard, meeting legislative requirements under the Ministry of Primary Industries (MPI) Code of Animal Welfare and Department of Conservation wildlife management requirements, as well as the standards established in the Zoo Aquarium Association (ZAA) and NZ Veterinary Council Codes of Practice.
☐	Necropsy of dead animals, both Zoo animals and wildlife, as required.
☐	Review and, where appropriate recommend up-dates or changes to practices and procedures associated with the animal's health in consultation with Senior Veterinarian, Te Kōhanga The Nest Team Leader, Animal Care Manager, Animal Care Team Leaders and the General Manager Animal Care and Science.
☐	Work collaboratively with Senior Veterinarian, Te Kōhanga The Nest Team Leader and Zoo staff to ensure such practices and procedures are of a consistently high standard across the Zoo.
2	Preventative Healthcare
☐	Assist with the planning and implementation of the preventative health programme including contraception, vaccination, and parasite control for the Zoo's animals.
☐	Assist with planning and implementing of infectious disease control.
☐	Be involved with Zoo isolation and quarantine procedures in accordance with Zoo and MPI standards.
3	Animal Records
☐	Ensure detailed record keeping of all clinical cases in ZIMS with the support of Veterinary Technicians.
☐	Contribute to routine administrative tasks and maintain all required records to an acceptable standard.
4	Teaching
☐	Assist the Senior Veterinarian in providing supervision and training of Veterinary Residents from the Wellington Zoo and Massey University Masterate Scholarship Programme in Zoo Animal and Wildlife Health.
☐	Assist the Senior Veterinarian in providing supervision, training and mentoring of veterinary students who seek practice with us.
☐	Assist Te Kōhanga The Nest Team Leader and Senior Veterinarian with providing continuing education to all members of the veterinary team.
☐	Assist Te Kōhanga The Nest Team Leader and Senior Veterinarian in providing lectures and/or workshops to Zoo staff about veterinary medicine and husbandry, diseases, animal handling, emergency immobilisation procedures etc.
☐	Participate in morning case rounds and daily procedure planning.
☐	Participate in weekly extensive case rounds.
☐	Undergo continuous professional development as required by the NZ Veterinary Council in line with developing skills and experiences.
5	Research and Conservation
☐	Contribute veterinary input to conservation programmes Te Nukua Wellington Zoo (TNWZ) is involved in.
☐	Contribute to conservation medicine projects and research at the Zoo
☐	Participate in and/or lead research projects/publications that support excellence in animal care and TNWZs strategic element of 'leading the way'.
6	Relationship Management
☐	Build and maintain excellent working relationships with all Zoo staff and internal and external customers and stakeholders.
☐	Contribute and assist with Visitor and Community Engagement including daily talks and tours etc.

7	Team Work
☐	Support Te Kōhanga The Nest Team Leader and Senior Veterinarian to lead and motivate staff with the aim of working as part of a multi-disciplinary team, particularly in clinical situations.
☐	Contribute productively to a culture where staff are respected and valued through demonstration of the vision and values of TNWZ, thus supporting a positive culture of professionalism and safety with shared values.
☐	Lead the way in excellence in animal care and earn respect from the team for professional integrity and by behaving in ways that reinforce the values of WZT
☐	Maintain Knowledge of SOPs, ensure work is carried out in line with SOPs, and provide feedback on these and proactive suggestions for change as required.
☐	Assist where required by Te Kōhanga The Nest Team Leader and Senior Veterinarian with all operational aspects of Te Kōhanga The Nest.
8	Health Safety, and Sustainability
☐	Ensure any hazardous conditions, near misses, injuries and accidents are reported immediately to your Manager and Team Leader.
☐	Participate in meetings, training and other health and safety activities,
☐	Inform the Safety Improvement Team (SIT) about any areas of concern.
☐	Meet employee responsibilities and contribute to providing a safe working environment for visitors and fellow staff through following safe working instructions and adhering to all health and safety policies and procedures set down by WZT.
☐	Commitment to and delivery of the Zoo's sustainability strategy and initiatives.
☐	Contribute to a culture committed to health, safety and sustainability.
☐	In particular, the Veterinarian will demonstrate a clear understanding of the safety precaution necessary when dealing with wild animals and dangerous veterinary drugs and equipment.

Note: The above performance standards are provided as a guide only. The employee will carry out duties in this job description and other reasonable instructions as required by WZT. The precise performance measures for this position will need further discussion between the jobholder and manager as part of the performance management process.

Person Specification:

Knowledge/Experience/Characteristics

Essential

- ☐ Veterinary qualification recognised and current in New Zealand.
- ☐ Minimum three years demonstrated veterinary experience.
- ☐ Postgraduate qualification in wildlife health, avian medicine, zoological medicine or a closely related field would be highly desirable.
- ☐ Experience working in a wildlife hospital, zoo wildlife service, or comparable clinical wildlife setting would be beneficial.
- ☐ Ability to work unsupervised as well as collaboratively in a team environment.
- ☐ Capability in mentoring veterinary and veterinary nursing students.
- ☐ Confidence in providing collaborative support to Zoo keepers with respect to animal health and husbandry.
- ☐ Capability in supervising veterinary undergraduate and postgraduate students.
- ☐ Well-developed reporting, research and analytical skills and a commitment to publication of Veterinary Science research
- ☐ Excellent communication skills (verbal and written), including engaging positively with Zoo visitors.

Other

- ☐ Highly developed organisational skills. Able to arrange personal and teamwork routines and practices to make optimum use of time and resources
- ☐ Effective decision-making and problem-solving skills.
- ☐ Well-developed observational skills and attention to detail.
- ☐ Strong computer skills in Microsoft applications and web-based research.
- ☐ Ability to arrange personal and teamwork routines and practices to make optimum use of time and resources.
- ☐ Self-motivated and shows initiative.
- ☐ Consistently demonstrates integrity and professionalism in all undertakings
- ☐ Confidence in avian surgery and rehabilitation (preferred).
- ☐ Experience with media (useful).
- ☐ Familiarity with zoo record-keeping systems, such as ZIMS and MedARKS (useful).
- ☐ A natural at communicating and building rapport/trust.