

Graduate Development Program

Graduate Program Objectives:

- To provide an opportunity for training and clinical case exposure to acquire advanced knowledge and skills in small animal emergency and critical care including relevant aspects of soft tissue surgery, internal medicine, diagnostic imaging and clinical pathology.
- To provide an opportunity to develop teaching skills, including those required for high quality seminars and interactive small group sessions.
- To provide exposure to clinical research, including literature review, project design, data collection, data analysis, and manuscript preparation, submission and review.
- To provide an opportunity to prepare for a residency, graduate degree study or entry into a high quality small animal veterinary practice.

Graduate Program Overview:

This is a 24 month immersion program in small animal emergency and critical care medicine.

Clinical Responsibilities

- Primary case responsibility for emergency cases
- Primary case responsibility for critical care cases
- Twice daily patient rounds
- Direct supervision 100% of the time in the initial 12 months depending on confidence
- Direct supervision 50-75% of the time for remainder of program, but phone or call-in support available when not directly supervised
- Primary mentor for clinical duties is provided

Didactic Training

- Formal orientation and induction program
- Attendance at company-wide new graduate induction week interstate (flights and accommodation provided)
- Assignments based on common emergency presentations
- Two presentations to either peers (ECC nurses, GP nurses or GP vets), an interactive small group session with pet owners and/or presentation at science week.
- Opportunity for attendance at Science Week in the final year of the program
- Primary mentor for training is provided
- Case reports

Research Training (optional)

- Clinical research project (may be paired with resident)
- Attendance and abstract presentation at Science Week in final year of program
- Submission of publication
- Primary mentor for clinical research, presentations and publication is provided

Training in Related Disciplines

- 4 weeks of training in related disciplines as appropriate for each candidate to achieve the program objectives. These include, but not limited to, GP, shelter work, specialist medicine, specialist surgery, exotics.

Mentors:

The Veterinary Clinical Director, Dr Jacqui von Hoff, has primary management of the graduate to ensure supervision responsibilities for the graduate are met, didactic training is scheduled and training in related disciplines is scheduled.

Dr Susan Varga has primary responsibility for delivery of didactic training and providing mentorship to the graduate.

The Veterinary Team Leaders, Dr Brian Lam, Dr Shu Hong Chong and Dr Jacque Tsai, have primary responsibilities in mentorship.

In addition, Clinical Mentors will be provided for clinical support while on shift

The graduate is responsible for ensuring they successfully complete all requirements of the graduate program.

To assist in ensuring successful completion of the program, quarterly progress reviews will take place between the graduate and primary mentors (Veterinary Team Leaders). The purpose of these reviews are to: 1) ensure the graduate is on track to complete the program, 2) outline constructive methods to help the graduate and mentors succeed in completing and delivering the program, respectively.

Certificate of Completion

A certificate of successful completion of the Graduate Development Program will be awarded at the end of the program only when all Certificate Requirements have been satisfied.

Certificate Requirements:

- All scheduled shifts, training in related disciplines, medical records and case reports must be completed
- Demonstration of competency in pre-determined emergency and critical care medical and surgical skills
- Attendance at all scheduled didactic teaching opportunities
- Presentation of two seminars
- Abstract presentation at Science Week (optional)
- Participation in an evaluation and review of the program in the last month of the program

Employment Conditions:

- 4 weeks paid annual leave per year
- 1 week paid study leave per year

- 10 days personal leave per year
- A combination of days, nights, weekdays, weekends and public holiday shifts
- A contract is required to be signed
- Employer paid membership to the Australian Veterinary Association and membership to a choice of online resources (eg VIN)
- Participation in a review of the program toward the end of the program
- Primary locations will be the Mount Waverley, Moorabbin and Frankston centres; however travel to other locations for didactic training, research training, training in related disciplines and occasional clinical responsibilities will be required
- Veterinary Board Registration and a Radiation Licence are required and are the responsibility of the graduate
- The employer holds professional indemnity and public liability insurance to cover the graduate
- Possibility of earning additional pay with locum shifts
- Opportunity for ongoing employment as a Staff Veterinarian and further career development in both clinical and managerial capabilities

About the Animal Emergency Centre:

The Animal Emergency Centre was established in Melbourne in 1976. Our purposes were to:

- Serve the community's needs for emergency animal services
- Serve the animal's needs for emergency treatment
- Allow our colleagues in general practice to have greater family time
- Make the service profitable in order for the quality of the service to be continually improved

Nearly forty years later, we continue this proud history of service by saving pet's lives using the highest standards of emergency and critical care medicine, delivered professionally and compassionately. The Animal Emergency Centre therefore has a strong emphasis on continued professional development and lifelong learning – both clinically and personally.

The Graduate Development Program marks another milestone in this commitment to the education of our veterinarians and continued development of our chosen field in Australia.

Facilities:

- Current medical library
- Internet access
- In-house diagnostic laboratory:
 - PCV/TS
 - Electrolytes
 - Blood gases
 - Acid-base (including lactate)
 - Complete blood count
 - Serum biochemistry
 - PT/APTT
 - Variety of SNAP tests
 - Snake venom detection kit
 - Faecal analysis
 - Heartworm microfilaria
 - Cytology
- Ultrasound (including Doppler)
- Endoscopy
- Digital radiography
- Electrocardiography
- Mechanical ventilation
- Invasive and non-invasive blood pressure monitoring
- Pulse oximetry
- Capnography
- Tonometry
- Sterile surgical theatre
- Oxygen boxes with oxygen analyser

Caseload (Mount Waverley):

- Total number of consultations per year: 5500-6000
- Percentage of consultations admitted to hospital: 60%
- Average number of inpatients per day: 8-9
- Average number of surgeries performed per week: 8-10

Application Process:

- Email applications to: jacqui.vonhoff@aecvet.com.au
- Applications must include:
 - Curriculum Vitae
 - Current official academic transcript
 - A personal statement supporting your application and addressing any strengths and perceived weaknesses
 - Areas of interest in Veterinary Science
 - Areas of interest in Emergency and Critical Care
 - Publications, research or other pertinent experience
 - Extra-curricular activities
 - Completed self-evaluation form
 - Details of two referees willing to be called or emailed to support your application (Emergency and Critical Care faculty members will be highly regarded)

Self-Evaluation Form

Name:

1. Please select two characteristics from each of the following three categories that represent your greatest strengths:

Character

- Professionalism
- Work ethic
- Management of stressful situations
- Ability to work independently
- Leadership ability
- Initiative
- Self-aware of strengths and limitations

Interpersonal

- Empathy for client and patient
- Accepts constructive feedback
- Client communication
- Teamwork
- Collegiality
- Accepts responsibility
- Interaction with staff and peers

Medical/Technical Skills

- Knowledge base
- Organizational skills
- Time management
- Technical skills

- Diagnostic capabilities
- Ability to assimilate information
- Patient care

2. Please select two characteristics from each of the following three categories that represent the areas in which you feel you could most benefit from targeted mentoring:

Character

- Professionalism
- Work ethic
- Management of stressful situations
- Ability to work independently
- Leadership ability
- Initiative
- Self-aware of strengths and limitations

Interpersonal

- Empathy for client and patient
- Accepts constructive feedback
- Client communication
- Teamwork
- Collegiality
- Accepts responsibility
- Interaction with staff and peers

Medical/Technical Skills

- Knowledge base
- Organizational skills
- Time management

- Technical skills
- Diagnostic capabilities
- Ability to assimilate information
- Patient care

3. Please rate yourself on each of the following attributes based on the rating scale provided. Ratings should be made in relation to other final year student/new graduate peers.

	Lower 50%	Top 50%	Top 30%	Top 10%	I am the best!
Medical/Technical Skills					
Knowledge base					
Organizational skills					
Time management					
Technical skills					
Diagnostic capabilities					
Ability to assimilate information					
Patient care					
Self-aware of strengths and limitations					
Character					
Professionalism					
Work ethic					
Management of stressful situations					
Ability to work independently					
Leadership ability					
Initiative					
Self-aware of strengths and limitations					
Seeks help when it is needed					
Interpersonal					
Empathy for client and patient					
Accepts constructive feedback					
Client communication					
Teamwork					
Collegiality					
Accepts responsibility					
Interaction with staff and peers					