



VetPartners

# VET CAREER PATHWAYS

Your guide to the career pathways, training and development opportunities, as well as broader benefits available to you as a Veterinarian working within the VetPartners network of Clinics and Hospitals

Join us. **Grow together**





# Options both in **GP** and **Specialist** Practice

Build your career in one of **258** General Practice and **13** Specialty/ECC Hospitals across the largest veterinary network in Australia, New Zealand and Singapore.

## General Practice

- Small Animal
- Mixed practice/Equine
- Avian/Exotic
- Behaviour

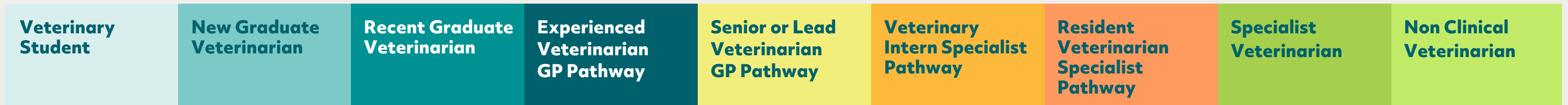
## Specialty

- Internal Medicine
- Emergency/Critical Care
- Surgery
- Diagnostic Imaging
- Dermatology
- Ophthalmology
- Oncology
- Anaesthesia





# Veterinarian Career Pathways



## Veterinary Student

- Tailor your student placement experience to develop in your post Graduate interest area
- Work in a clinic that offers good supervision and guidance
- Talk to us about securing your employment and place on our Graduate Academy in advance of graduation

## New Graduate Veterinarian

### New graduate academy (12 month program)

- A supportive clinical environment
- Guaranteed access to Veterinary Training Centre (VTC) Workshops, grad specific webinars and more
- Dedicated internal and external mentors



## Recent Graduate Veterinarian

### (1~2 years experience)

- CPD allowance, Paid study leave and in clinic mentorship
- Free access to VTC workshops catered to improve technical and practical skills



## Experienced Veterinarian GP Pathway

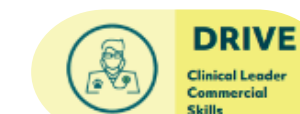
### (3~4 years experience)

- CPD allowance, Paid study leave and support to pursue special interests
- International Mobility Program - access for vets desiring travel and life experience
- ACCELERATE - enhance leadership skills to work towards your clinical leadership aspirations



## Senior or Lead Veterinarian GP Pathway

- Build on your leadership skills with our Leadership Academy ACCELERATE and DRIVE programs
- CPD allowance, Paid study leave and support to pursue special interests
- Buy in opportunities
- Become a mentor



## Non Clinical Veterinarian

The VetPartners network offers a wide range of opportunity to move into a non-clinical role, some options include:

- Vet Manager
- Operations
- Learning & Development



## Veterinary Intern Specialist Pathway

### Specialist hospital internships (12-18 months).

Dream of becoming a Specialist?

- Take the first step as an Intern with one of 13 Specialty hospital across Australia!
- Open doors to the next steps of Residency and specialisation

## Resident Veterinarian Specialist Pathway

### Select specialist centres offer a formal training/residency programme (3 years)

- Continue your pathway to specialisation in your chosen field with a residency at one of our 13 Speciality Hospitals across Australia

## Specialist Veterinarian

- Specialist Pathway with ample employment opportunities within our specialist network
- Become a partner with Joint venture buy in opportunities

# Learning & Development

## Pathway Programs



**Graduate Academy**

Our 12-month Graduate Academy aims to create an optimal environment for a Graduate's clinical and personal development.

The structured curricula provides supervised support throughout onboarding and vital early on the job experience, as well as professional and well-being support, with the greater purpose of creating a strong community for Graduates and their Clinics in the VetPartners family.



**ACCELERATE**  
Aspiring Clinical Leader Development Pathway

VetPartners Aspiring Clinical Leader Development Pathway is a 12-month program, designed to accelerate your skills and knowledge as an aspiring lead veterinarian.

The program includes key modules on finance & commercials, along with leading other people, relationship management, operations and career coaching to provide a future ready pathway for lead veterinarian opportunities.



**DRIVE**  
Clinical Leader Commercial Skills

The Clinical Leader Commercial Skills program is a targeted toolkit for improving the commercial acumen skills of Clinical Leaders. You'll learn essential financial acumen skills, including understanding and interpreting financial performance from a profit and loss statement. You can use this knowledge to critically analyse revenue, COGs and labour costs to identify improvement areas and develop strategic plans to strengthen your clinic's financial performance.



**IGNITE**  
Regional Manager Development Program

The Ignite Regional Manager Development Pathway is designed to enhance the proficiency of Regional Managers across essential competency areas. Learning spans commercial, financial and operational skills as well as influence and leadership. This strategic approach ensures that our Regional Managers are equipped with the essential tools and capabilities, optimizing their opportunities for success.

## Support Programs



Our 8 Veterinary Training Centres (VTCs) across ANZ are dedicated to Elevating and updating the skills and knowledge of veterinary professionals. The VTCs provide a safe & supportive learning environment where individuals can learn and practice in a small group environment. As a VetPartners employee you'll enjoy free access to workshops.



**Leadership Academy**

The Leadership Academy is a leadership development program designed to develop confident and inspiring Veterinarians (both aspiring to lead others & enhancing current leadership) that bring together strong and effective teams, achieve business success and reach your leadership potential. The Emerging Leaders stream of the Leadership Academy also provides a learning and development pathway for aspiring clinic team leaders to build capability and confidence in key leadership and people skills.



**Digital Learning Library**

Digital learning library of over 200 clinical and non-clinical courses. You'll have access to online learning courses on a wide range of topics and special interest areas. This digital learning library is available on demand and on the go from your laptop, tablet or mobile device.

# A career for life

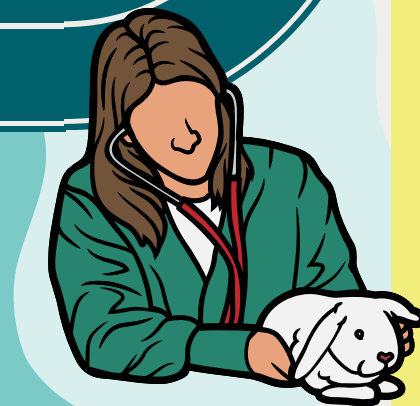
## GP Vet



### Year 1

"I'm very excited to have started as a new graduate at this clinic. I have great support from an in clinic mentor Dr Lisa, as well as being able to connect with many graduates on the same path as a new graduate through the VetPartners New Graduate academy.

I am looking forward to a great year of learning and taking advantage of 2 weeks paid study leave, as well as some practical workshops through the Vet Training Centre."



### Year 5

"Having worked for 5 years as a veterinarian, I am now quite interested in surgery, and VetPartners has organized a transfer to a bigger busier clinic with a high surgical caseload!

I'm really enjoying the surgical challenges. Plus, I have organized to spend a day a month watching a surgery specialist at one of our Specialist centres, and always leave feeling inspired!"



### Year 7

"I have now been a vet for 7 years, and handle a lot of the surgical cases in the practice. I have also developed a reputation as a 'regional expert', and take referrals from some of our neighbouring VetPartners sites.

I was asked by my veterinary manager whether I wanted to consider specialising in surgery and joining a program at one of our specialist sites, but I've decided that I want to be a leader in my clinic, and therefore have enrolled in the ACCELERATE program run by the L&D department for aspiring leaders."

### Year 10

"Its hard to believe that I celebrated 10 years in the profession the other day! I am now an established clinical lead vet in my practice, and work closely with our vet manager who gives me coaching, mentoring and advice in effectively running the day to day operations.

After what seems like a lot of learning and development, I am relishing the opportunities to give back to my team and watching my younger vets go through the same stages in their career as I have had."



# A career for life

## Specialist Vet



### Year 1

"I'm very excited to have started as a new graduate at this clinic. I have great support from an in clinic mentor Dr Lisa, as well as being able to connect with many graduates on the same path as a new graduate through the VetPartners New Graduate academy.

I am looking forward to a great year of learning and taking advantage of 2 weeks paid study leave, as well as some practical workshops through the Vet Training Centre."



### Year 3

"I now have 3 years of experience, and I've just been accepted into an internship at a specialist centre! I am keen on pursuing a path to specialisation, but am not yet sure on which speciality I want to focus on, so this 12 month rotating internship allows me to be a part of the action in each department and get a sense of what really pushes my buttons!

I am so excited to be working with some of the world's leading specialists, as well as having colleagues who are in different phases of the career path that I am now embarking on"



### Year 5

"It has been one year since I began a residency! The opportunities that I have had to learn off some of the group's leading eye specialists has been a steep but well supported learning curve.

I am also lucky to have colleagues embarking on residencies in medicine, surgery and oncology, who I can trade notes in regards to their experiences, as well as having a connection with a community who know what I am going through. Its hard work, but very much worth it!"



### Year 7

"Its with great pleasure to let everyone know that I have passed my examinations and am now a boarded specialist! Well before beginning preparations for my examinations, VetPartners spoke to me about how they can best support my studies and the lead up to the examination; I greatly value and appreciate the opportunities that were given to me and the learnings I absorbed through different specialists in our network, outside of the hospital that I work in.

I also had ongoing employment organized so that I could solely focus on the exam, and know that I will continued to be looked after once it was finished"



### Year 10

"I am now a department leader in my area of specialty. I work closely with other departments, as well as our leadership team to ensure that we are contributing to the healthy running of our specialist hospital. We are all very passionate about great standards of care, but also in teaching and mentoring, and we are training two residents towards specialisation.

They remind me of my own journey 5 years ago, and I am committed in giving back to them as much as I can, and to be a positive part of their career pathway. And with VetPartners support, our training program is continuing to evolve and better prepare tomorrow's specialists'



# Our success stories

## Veterinary Student



**CAITLIN**  
**Student and Nurse, 4Paws Vet**

"It's great to get hands on training and experience with amazing vets while doing my studies. I am also excited for some of the opportunities that I have heard about offered by VetPartners, like the new grad academy as well as the structured mentoring support!"

## New Graduate Veterinarian



**DR CHRISABEL**  
**Hurlstone Park Vet Hospital**

"The mentoring I have received, both within the clinic as well as externally through the graduate academy, has been priceless and I am so grateful to have been able to kick start my career in such a supportive environment"

## Recent Graduate Veterinarian



**DR AMY**  
**Allison Crescent Vet Hospital**

"Its great to be able to work in a clinic that has retained its culture, team and heritage, yet be able to have access to learning programs and resources that can help me become the best vet that I can"

## Veterinary Intern Specialist Pathway



**DR RUDOLPH**  
**Surgery Intern, Perth Veterinary Specialists**

"I'm excited to have the opportunity to begin my specialty training with VetPartners, in particular looking forward to having exposure to intel from other experts outside of my clinic here in Perth, to learn and develop my skills"

## Experienced Veterinarian GP Pathway



**DR CLARA**  
**Canberra Vet Hospital**

"I started working for Vetpartners as a new graduate, working in mixed practice. I have been impressed by the focus on career development and by the resources and support available to help develop clinical skills, both as a new graduate and as a more experienced clinician"

## Resident Veterinarian Specialist Pathway



**DR ALBERT**  
**Oncology Resident  
Perth Veterinary Specialists**

"Its great to be able to do my specialist training in an organisation that will give me ample opportunities to practice all over Australia once I have become boarded"

## Senior Veterinarian GP Pathway



**DR LISA**  
**Clinic Director  
Gladesville Vet Hospital**

"Working in a VetPartners clinic has allowed me to build and lead our own clinic with autonomy, but at the same time given me ample clinical, business and leadership support"

## Specialist Veterinarian



**DR KERRY**  
**ECC Specialist  
North Shore Vet Hospital**

"I manage the urgent and critical patients of our hospital. Its great working for a specialist hospital with a great culture and with the back office support of the broader VetPartners operations team"

## Non Clinical Veterinarian



**DR MEG**  
**Veterinary Manager NZ**

"Each role I've had within VetPartners has been so rewarding in its own right, and my current role offers variety, flexibility and the opportunity to help different clinic teams improve their service delivery and job satisfaction"



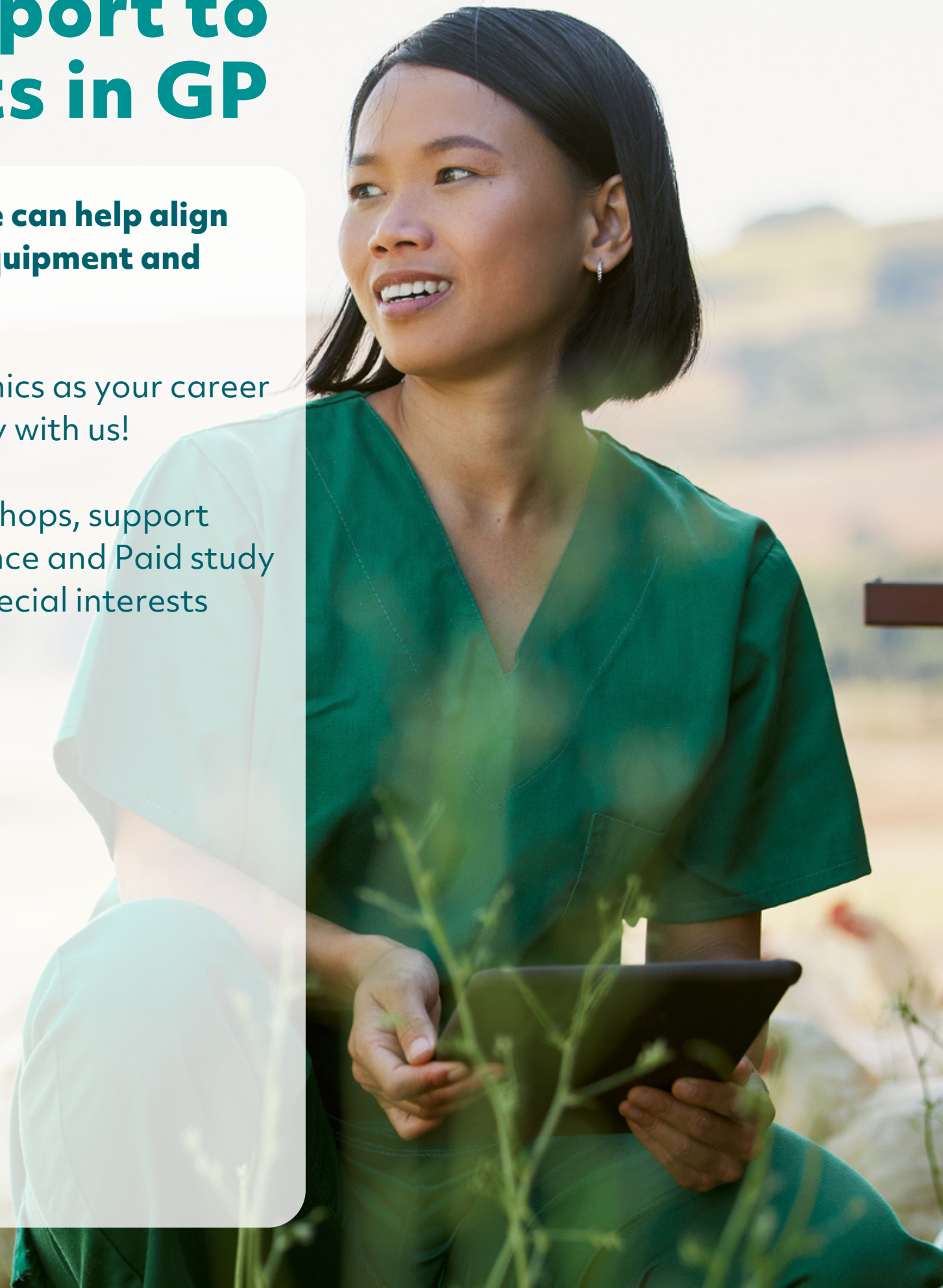
# Find your fit - with support to pursue special interests in GP

**Each GP clinic in the VetPartners network is unique. We can help align you with a clinic that's perfect for you, with the right equipment and team to support your areas of special interest.**

Our network also supports internal transfers between clinics as your career progresses, so you can follow your dream career pathway with us!

With free access to our Veterinary Training Centre workshops, support from a network of Veterinary Professionals, CPD allowance and Paid study leave, we can support your passions in a wide range of special interests including but not limited to:

- **Surgery**
- **Dentistry**
- **Internal Medicine**
- **Diagnostic Imaging**
- **ECC**
- **Ophthalmology**
- **Behaviour**
- **Pathology**
- **Oncology**
- **Exotics and Avian**
- **Equine**







# EMPLOYEE BENEFITS

As well as supporting career pathways to help you grow the veterinary career you have always dreamed of, we also offer a wide range of other Employee Benefits to support your career, lifestyle and wellbeing.

## **Continuing Professional Development**

Each calendar year, Veterinarians receive paid study leave and a CPD allowance to support further your development in and outside VetPartners

## **Free Access to Veterinary Training Centre workshops**

Elevate and update your skills and knowledge with free access to workshops at our 8 Veterinary Training Centres (VTCs) across ANZ

## **Boomerang - International mobility program**

Launching in 2024: VetPartners will partner with IVC Evidensia clinics across England and Ireland providing the working holiday opportunity of a lifetime in the UK to Australian and New Zealand Vets within the VetPartners network.

## **Paid Parental Leave and Return to work bonus**

Access up to 6 weeks of paid parental leave for eligible employees, VetPartners also offers a return to work bonus to help all staff back to work following parental leave and Purchased leave options for eligible employees.

## **Health & Wellbeing**

Access a range of wellbeing benefits such as discounted gym memberships, optical, dental and self-care discounts. Most clinics have trained mental health first aiders, and all employees have access to free counselling services. You'll also have access to our dedicated Wellbeing gateway app

## **Employee referrals**

VetPartners has an employee referral program where you can earn a bonus when referring a permanent vet to our network

## **Discounts program**

VetPartners has partnered with numerous companies like Hills, Royal Canin, Woolworths, Bonds, Mazda etc across Australia and New Zealand to bring our employees great lifestyle benefits and discounts.



# Veterinarian Career-Stage Benefits

	CPD Provisions	Mentoring and Advisory	Formal Courses and Training	Development Opportunities	National Events and Recognition	Non-Clinical Benefits
<b>University Students</b>		<ul style="list-style-type: none"> <li>Clinical supervision and guidance at a supportive clinic.</li> </ul>		<ul style="list-style-type: none"> <li>Opportunities to secure employment and Graduate Academy Program placement, pre-graduation.</li> </ul>		
<b>Graduate Veterinarians</b> 0-1 years' experience	<ul style="list-style-type: none"> <li>Continued Professional Development allowance per annum.</li> <li>2 weeks Study Leave per annum.</li> <li>Free access to Vet Education (external online learning hub)</li> <li>Access to digital clinical and non-clinical training courses through the VetPartners Online Training Centre.</li> </ul>	<ul style="list-style-type: none"> <li>Dedicated internal and external mentors</li> <li>Monthly regional catch-ups led by Vet Manager Team</li> <li>Access to Veterinary Managers</li> <li>Access to Vet Advisory Committee Guidance and Protocols</li> <li>Access to Clinical Review Committee</li> </ul>	<b>Graduate Academy Program</b> <ul style="list-style-type: none"> <li>Graduate Veterinarian specific digital clinical and non-clinical training courses through the Online Training Centre</li> <li>Guaranteed access to Dentistry and Soft Tissue Abdomen Surgery through the VetPartners Veterinary Training Centre courses.</li> <li>Free access to VetPartners Veterinary Training Centre courses.</li> <li>MHFA Accreditation</li> </ul>	<b>Completion of</b> <ul style="list-style-type: none"> <li>Continued Professional Development Action Plan to discuss utilization of Continuing Education Allowance</li> <li>Quarterly Clinical Assessments to support clinical development</li> <li>My Career Plan to discuss career pathways and opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Over 8 clinical graduate specific webinars over 12-month Program</li> <li>2 Day Mid-Year clinical and non-clinical Symposium</li> <li>Opportunity to be nominated for VetPartners Annual Graduate of the Year Award</li> </ul>	<b>VetPartners Paid Parental Leave</b> <ul style="list-style-type: none"> <li>Purchased Annual Leave opportunity</li> <li>Free access to mental health and wellbeing Program (EAP)</li> <li>Industry Discounts (pet food, insurance)</li> <li>Health and Wellbeing Discounts</li> <li>Fitness Passport (AU)</li> <li>Mental Health First Aid Accredited Workplace</li> <li>Employee Referral Program</li> </ul>
<b>Recent Graduate Veterinarians</b> 1-2 years' experience	<ul style="list-style-type: none"> <li>Continued Professional Development allowance per annum.</li> <li>1 week Study Leave per annum</li> <li>Free access to Vet Education (external online learning hub)</li> <li>Access to digital clinical and non-clinical training courses through the VetPartners Online Training Centre.</li> </ul>	<ul style="list-style-type: none"> <li>Dedicated internal and external mentors</li> <li>Access to Veterinary Managers</li> <li>Access to Vet Advisory Committee Guidance and Protocols</li> <li>Access to Clinical Review Committee</li> </ul>	<ul style="list-style-type: none"> <li>Free access to VetPartners Veterinary Training Centre courses.</li> </ul>	<ul style="list-style-type: none"> <li>Annual Career Development Review</li> </ul>	<ul style="list-style-type: none"> <li>Opportunity to be nominated for VetPartners Annual Veterinary Surgeon of the Year Award</li> </ul>	
<b>Associate Veterinarian</b> 2-4 years' experience	<ul style="list-style-type: none"> <li>Continued Professional Development allowance per annum.</li> <li>1 week Study Leave per annum</li> <li>Free access to Vet Education (external online learning hub)</li> <li>Access to digital clinical and non-clinical training courses through the VetPartners Online Training Centre.</li> </ul>	<ul style="list-style-type: none"> <li>Access to Veterinary Managers</li> <li>Access to Vet Advisory Committee Guidance and Protocols</li> <li>Access to Clinical Review Committee</li> </ul>	<ul style="list-style-type: none"> <li>Free access to VetPartners Veterinary Training Centre courses.</li> <li>Sustain Program (strengthening veterinarian's behavioural soft skills to support them in achieving a fulfilling long-term career in the veterinary industry)</li> </ul>	<ul style="list-style-type: none"> <li>Boomerang Program – working holidays and mobility program across AU, NZ and UK</li> <li>Pathways to career specialization (i.e. emergency and critical care, ophthalmology).</li> <li>Annual Career Development Review</li> </ul>	<ul style="list-style-type: none"> <li>Opportunity to be nominated for VetPartners Annual Veterinary Surgeon of the Year Award</li> </ul>	
<b>Aspiring Lead Vets</b> 3-4 years' experience	<ul style="list-style-type: none"> <li>Continued Professional Development allowance per annum.</li> <li>1 week Study Leave per annum</li> <li>Free access to Vet Education (external online learning hub)</li> <li>Access to digital clinical and non-clinical training courses through the VetPartners Online Training Centre.</li> </ul>	<ul style="list-style-type: none"> <li>Access to external mentor (through Accelerate Program)</li> <li>Access to Veterinary Managers</li> <li>Access to Vet Advisory Committee Guidance and Protocols</li> <li>Access to Clinical Review Committee</li> </ul>	<ul style="list-style-type: none"> <li>Free access to VetPartners Veterinary Training Centre courses.</li> <li>Accelerate Program (accelerating financial and people management skills to provide a pathway to lead veterinarian opportunities)</li> </ul>	<ul style="list-style-type: none"> <li>Boomerang Program- working holidays and mobility program across AU, NZ and UK</li> <li>Career Coaching session (through Accelerate Program)</li> <li>Annual Career Development Review</li> </ul>	<ul style="list-style-type: none"> <li>Opportunity to be nominated for VetPartners Annual Veterinary Surgeon of the Year Award</li> </ul>	
<b>Lead Veterinarians / Hospital Director</b> 4 years' + experience	<ul style="list-style-type: none"> <li>Continued Professional Development allowance per annum.</li> <li>1 week Study Leave per annum</li> <li>Free VIN Membership</li> <li>Free access to Vet Education (external online learning hub)</li> <li>Access to digital clinical and non-clinical training courses through the VetPartners Online Training Centre.</li> </ul>	<ul style="list-style-type: none"> <li>Mentoring from Vet Managers.</li> <li>Access to Vet Advisory Committee Guidance and Protocols</li> <li>Access to Clinical Review Committee</li> </ul>	<ul style="list-style-type: none"> <li>Free access to VetPartners Veterinary Training Centre courses.</li> <li>Drive Program (developing clinical leader commercial skills to provide career development and enhance clinic financial performance)</li> </ul>	<ul style="list-style-type: none"> <li>Boomerang Program- working holidays and mobility program across AU, NZ and UK</li> <li>Clinic Buy-In Opportunities</li> <li>Opportunity to become internal/external mentor to graduate and aspiring leave veterinarians.</li> <li>Annual Career Development Review</li> <li>Support Office development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Opportunity to be nominated for VetPartners Annual Veterinary Surgeon of the Year Award</li> <li>VetPartners Annual Regional Forums</li> <li>Quarterly Clinical Leaders Call</li> </ul>	
<b>Operations/ Executive Non-clinical Veterinarian</b> 4 years' + experience	<ul style="list-style-type: none"> <li>Continued Professional Development allowance per annum.</li> <li>Free access to Vet Education (external online learning hub)</li> <li>Access to digital clinical and non-clinical training courses through the VetPartners Online Training Centre.</li> </ul>			<ul style="list-style-type: none"> <li>Annual Career Development Review</li> </ul>	<ul style="list-style-type: none"> <li>Opportunity to be nominated for VetPartners Support Office Person of the Year Award</li> <li>VetPartners Annual Regional Forums</li> </ul>	



# READY TO GROW YOUR CAREER?

For more information on opportunities within the VetPartners network email our Careers team today [careers@vet.partners](mailto:careers@vet.partners)

