

Stabler & Howlett Veterinary Surgeons

New Graduate Position 2024

Your first job after graduation is going to play a huge role in shaping your career and building your confidence and expertise as a veterinary professional. We aim to provide the support and solid foundation for a lifelong career of fulfilment and purpose.

No experience required. This position is for a new graduate and our preference is to employ a new graduate, although we'll also consider other applicants. We enjoy the energy and knowledge new graduates bring to the team and even more so, the process of seeing you guys grow from the first tentative steps to fully fledged veterinarians with the world at your feet.

Location: Mackay, Central Queensland. Our clinics are all in the Mackay district, so that's where you'll need to be. Having said that, we have one FIFO vet so I guess you'd say we've got an open mind to how your work and life could be structured so that you can work with us.

Caseload: We would welcome a mixed-animal or a small-animal veterinarian onto the team. We have a long-term client base for horse and cattle work throughout the district and a well-established, progressive small-animal caseload which allows a wide scope of work across the various disciplines. Across species, we see dogs, cats, cattle and horses. We don't service exotics (pocket pets and birds) and we have an excellent alternative for owners of these pets at a neighbouring clinic.

Pay: We will talk more about this, but we expect our graduate vets to earn between \$90,000-100,000 in their first year of work.

Support: We will support you. Our experience is that everybody's needs are different, and that means that to provide the best support for *you*, we need to tailor it to *your* needs. What we do have as a standard is a three-week induction period during which you do limited veterinary work but spend time with administrative, nursing and veterinary staff 'learning the ropes'. How to take a phone call, how to make a booking, how to use the EFTPOS machine, how to complete your timesheets, how to create clinical records, estimates and client invoices... there is a lot to learn in a new workplace and you will have dedicated time and training to make that as smooth as possible.

As you transition into your full veterinary role, we work on the philosophy that there's "always someone to call". In your earlier days, there will always be other staff present. As time goes on, we still aim to ensure that help is never more than a phone call away. The timeline on how this evolves is flexible, as it needs to be, for your individual needs. We have a vast network of experts outside the clinic who are extremely generous with their time and advice which keeps us in contact with the outside world and up to date with best-practice and latest-technologies. In the clinic, you are supported by a team of experienced vets, nurses and customer-service staff who will help your days flow with diligent monitoring of the workflow, workload and patient care.

Development: Our goals for you are to support your development in both a personal and professional capacity and to create opportunity. If Stabler & Howlett becomes your long-term professional home, we encourage and expect you to grow from strength to strength

and be able to continually take on new challenges. If you plan on working a graduate job for 2-3 years before setting sights on a new horizon, this position will provide you the solid foundation to take on the world.

We provide CPD focusing on 'best opportunity' training with both travel to external workshops as well as internal workshops (such as dentistry, dermatology, horse-handling and ophthalmology). Multiple staff members have gone on to pursue Membership accreditation with the Australian and New Zealand College of Veterinary Scientists and some have gone on to pursue specialty in their chosen fields.

We are also committed to non-clinical development primarily through the Lincoln Institute. This investment has helped us grow our skills tremendously in teamwork, client relationships and mindset to enable the best veterinary care that we can.

The Toys: Since establishment in 1976, Stabler & Howlett has always held the attitude that in order to provide state-of-the-art care, we need state-of-the-art equipment. We are proud to hold a vast array of equipment to allow this across all species and includes:

- Full laboratory suite
 - o (IDEXX ProCyte, Catalyst One and Sedivue at both major clinics
 - o i-Stat, VetScan Coagulation Analyser, Centrifuge, Imagyst Telecytology
 - o iSperm and microscopes for bull work
- Endoscopy (Storz)
 - o Small animal endoscope, bronchoscope, rigid endoscope and video-otoscope
 - o Equine gastroscope
- Ultrasound
 - o Mindray machines at both major clinics
 - o Easiscan (bovine pregnancy diagnosis)
 - o Mindray turbo (equine reproduction)
- Radiology
 - o Full-body Canon CXDI (small animals)
 - o Dental radiography iM3 CR7 at both major clinics
 - o Mobile radiography for large animals
- Surgical suite
 - o Stryker and Aesculap orthopaedic drills and saws
 - o In-theatre monitor for surgical planning
 - o Bipolar and monopolar cautery
 - o Suction
- Anaesthesia
 - o Anaesthetic machines with ventilators at both major clinics
 - o Modern anaesthesia monitors including NIBP and ETCO2 monitoring
 - o Stimpulex nerve stimulator for local and regional anaesthesia
 - o Syringe pumps to allow CRIs of drugs such as fentanyl, lignocaine and medetomidine
- Fully climate-controlled patient wards with piped-oxygen available

Our IT suite also includes:

- Practice software is Vision VPM with many templates and automated systems to make your life easier.
- Smart Flow Sheet workflow system
- Imagyst telecytology
- SignalPET AI radiography interpretation

- Tanda Electronic Timesheets
- Slack team communication
- Multiple teleradiology options (VetCT, Animalius, Antech)

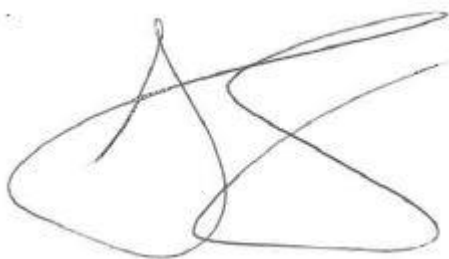
Work-life balance: Without a doubt, we expect you to work hard while you're at work. Typically, that will involve a four-day work week (total 38 hours) and regular weekend work. We provide after-hours services to our own clients (non-clients are screened by an external triage service). We aim to have all staff finished work at the end of their shift each day which means that late nights writing records or catching up are a rare exception. We'll also give you the tools to manage your time effectively so that you can achieve this. We want your job to be sustainable. On-call work can be daunting, but we believe it is where some of the most interesting and rewarding work occurs and also provides a great boost to your income. Our on-call load is triaged by VetCheck 24/7 and we average 3 weeknight call-outs per week (less than one per night). Our weekend roster varies with vet availability and is typically between 1-in-4 to 1-in-6 weekends. Weekends can, at times, be busy. Where needed, we adjust schedules to allow additional catchup time (either at work or off work) to make sure that we manage energy levels for the long-term.

The region: The main differences between Townsville and Mackay are that Mackay is not as dry, not as hot and has far less crocs. The Whitsunday Islands and Great Barrier Reef are still within reach and there are great travel destinations inland as well. As a town, Mackay offers just about every extra-curricular activity you can think of between sports, arts and alternative pursuits. Mackay really does have something for everyone to enjoy life outside of work.

Where to from here? We'd love you to consider our position. There's a lot of information here and there's plenty more available. If you have questions, please feel very welcome to email me directly at agrant@stablerandhowlett.com.au. If you are interested in a face-to-face meeting and hearing more about our workplace, please register your interest with Sarah-Jane Wilson (sarahjane.wilson@jcu.edu.au). I'm planning to visit JCU a little later in the year (most likely October) to hold an information session for anyone interested in applying for our position. We are also very happy to receive any job applications if you feel ready to apply sooner.

Thank you for taking the time to read a little bit about us – I look forward to hearing from you.

Cheers,
Al Grant



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