


VSA Assignment Description

Assignment Title	Small Animal Veterinarian
Country	Samoa
Location of Partner Organisation	Vaea, Apia
Partner Organisation	Animal Protection Society
Duration	12 months
Sustainable Development Goals	

41851

1. Partner Organisation Overview

Animal Protection Society (APS) is a Not-for-Profit Incorporated Society that was established in 1994 by an animal loving expatriate community living in, and dedicated to Samoa. APS works together with the Government of Samoa and communities to improve the health and welfare of dogs and cats in Samoa. APS dreams of a Samoa where all domestic animals are loved, well cared for and healthy. Our Mission is - *To provide humane care and services to the domestic pet and stray animal population of Samoa.*

APS OBJECTIVES:

1. To provide health and welfare services for the general wellbeing of domestic animals.
2. To provide education and awareness programs about pet ownership and animal welfare.
3. To advocate for responsible pet ownership and humane treatment of domestic animals.
4. To establish and strengthen partnerships with relevant government and non-government stakeholders to attain the objectives of APS.
5. To contribute to Samoa's national vision to improve quality of life through the protection of domestic animals.

APS provides the only Small Animal Veterinary service in Samoa. Most services are provided from a static clinic in Vailima but when possible APS conducts outreach programs to the more remote areas of Upolu and Savaii. APS works with partner organisations, conducts community education and awareness about responsible pet ownership and advocates for policies that will enhance the health and welfare of domestic animals.

APS is governed by a board of 10 dedicated volunteers. The Board members are all passionate animal lovers and advocates for animal welfare who are driven by a desire to improve the quality of life for all Samoans through improving animal health and welfare.

2. Assignment Overview

The major challenge facing APS at the present time is finding a qualified veterinarian to lead clinical service delivery at APS clinic and mentor our local staff. There are no qualified veterinarians in Samoa and without a qualified vet on-site the type of veterinary services that our local staff can provide is restricted. Even though they may be competent in some areas, for best practice and safety reasons, Veterinary Assistants are not allowed to perform operations requiring an anaesthetic including male and female de-sexing or amputations which are commonly required after vehicle accidents in Samoa.



Veterinary Assistants are not allowed to dispense medication for which a prescription is required. All of this means pet owners do not have access to a full range of services when there is no veterinarian at APS.

In addition, veterinary assistants are not able to utilise their full range of clinical skills nor continue to develop their skills. Access to a small animal veterinary service is fundamental to the health and welfare of domestic animals. A volunteer veterinarian would mean that APS can offer a full range of veterinary services. Very importantly the vet would be able to conduct female desexing (spay) which is vital to controlling the dog population in Samoa.

3. Goal/outcomes/outputs

Goal

To enable APS to continue to provide a full range of veterinary services to pet owners in Samoa, ensuring best practice principles are followed and to promote responsible pet ownership.

Outcome 1

Provide veterinary services for the companion animal population, including free roaming dogs and improve the health and welfare of companion animals in Samoa through community education and engagement.

- Perform spays and other operations at APS Clinic.
- Provide information and advice on responsible pet ownership to pet owners at APS Clinic and during outreach programs.
- Participate in village outreach programs.

Outcome 2

Capacity build local staff, particularly APS veterinary assistants and support short term clinical volunteers.

- Provide advice and support to 2 veterinary assistants currently undertaking online studies in Animal Health.
- Ensure veterinary assistants are able to provide accurate advice to pet owners on responsible pet ownership.

Outcome 3

To support a continuous improvement cycle addressing the range and quality of services provided by APS.

- Expert advice on practices and systems that could be fine-tuned or implemented to improve quality and efficiency of service delivery.

4. Reporting and working relationships and capacity building

A volunteer veterinarian could mentor APS staff so that they can continue to develop their clinic skills and knowledge. In addition, the volunteer could contribute to the ongoing continuous quality improvement of practices and systems at APS Clinic that we strive for. The volunteer will work with the following groups;

- Individuals – working alongside veterinary assistants and provide advice where needed on their formal studies.
- Organisation – provide advice to the APS Board on systems and processes that could improve best practice and or enhance efficiency.
- Communities / stakeholders – provide advice and training on responsible pet ownership and care.

The volunteer will report directly to Johanna Coyle, APS Chairperson. The volunteer will be accountable to Joan Macfarlane, APS Treasurer. On a day-to-day basis, the volunteer will work predominantly with



local staff, to train them and build their capacity and skills. The local team are - Kosetatino (Tino) Tuionetoa (Senior Veterinary Assistant), Joseph Mura (Veterinary Assistant) and Angel Voight (Veterinary Assistant).

The volunteer and Animal Protection Society will have an ongoing relationship with the VSA Programme Manager and local office, in terms of assignment monitoring, reporting, professional advice and personal support.

As needs on the ground may change over time, the volunteer is encouraged to review and update the Assignment Description on arrival in consultation with the partner organisation and VSA Programme Manager. By their very nature, development situations can involve significant change, so it is advisable that the volunteer periodically review and reflect on the Assignment Description throughout the Assignment to ensure the best development outcomes are being achieved.

5. Selection criteria/position requirements

Person specifications (professional)

Essential

- Bachelor's Degree in Veterinary Science
- Current registration and practicing certificate with veterinary board in NZ
- Minimum of two years' experience in a small animal veterinary clinic/role

Desirable

- Understanding of small animal clinic management
- Experience in advocating or improved animal health and welfare

Personal specification (personal)

Essential

- Good communication skills
- Team player
- Ability to work and relate to people who may have different attitudes to animals
- Ability to mentor veterinary assistants

6. VSA Essential Attributes

- Commitment to volunteering, to VSA and to the partner organisation
- Cross cultural awareness
- Adaptability and a willingness to approach change or newness positively
- Able to form good relationships, both personally and professionally, with work colleagues and in the community
- Resilience and an ability to manage setbacks
- Initiative and resourcefulness
- An ability to facilitate learning through skills exchange



7. Country Context

For more information about Samoa, see [VSA in Samoa](#).

Additional information

Residency status

VSA volunteers must be New Zealand citizens or have New Zealand permanent residency status, and currently living in NZ.

Pre-departure briefing

As part of the volunteer's contract, successful candidates will be required to take part in a pre-departure briefing course run by VSA in Wellington and complete all required pre-reading.

Final appointment

Final appointment will be subject to satisfactory medical and immigration clearances (costs covered by VSA), partner organisation acceptance, and successful completion of the pre-departure briefing course.

Family status

VSA supports partners to accompany volunteers on assignments of six months or longer. However volunteers with accompanying dependents will not be considered for this assignment.

Fundraising

Volunteers are encouraged to fundraise at least \$1000 with the support of VSA's fundraising team. Accompanying partners are encouraged to raise the same amount. All funds raised will help VSA keep its programmes in action and support future volunteers.

Vaccination requirements

Potential volunteers are advised that VSA's insurers require volunteers to be inoculated, prior to departure, in accordance with the instructions of VSA's medical adviser. VSA covers the cost of any required vaccinations.

Children's Act

While on assignment, VSA volunteers may be required to work with children and/or may choose to participate in informal activities in their own time that involve interactions with children (such as coaching teams or teaching English). VSA is committed to the protection of vulnerable children and adults, which also includes meeting our commitment under the Children's Act 2014.

The information requested during the application process is necessary to assist VSA to determine applicant suitability to work and/or interact regularly with children, and is part of a series of pre-selection checks undertaken on all applicants for VSA assignments.

Volunteer package

The volunteer's package includes the following:

Reimbursements and grants

1. Volunteers will receive an establishment grant of NZ\$375 to help them set up in their country of assignment. For volunteers with an accompanying partner (whether or not that partner is also a VSA volunteer), VSA will pay an establishment grant of NZ\$550 per couple.
2. A resettlement grant of NZ\$200 will be paid for each month the volunteer is on assignment. This is payable on completion of the assignment.
3. The volunteer will receive a monthly living allowance of \$1800 SAT.



Accommodation

Basic, comfortable furnished accommodation will be sourced by VSA. In some circumstances volunteers may be asked to share accommodation.

Airfares and baggage allowance

VSA will provide the volunteer with economy airfares to and from New Zealand for their assignment plus a baggage allowance.

Insurance

VSA will provide travel insurance to cover baggage and personal property, and non-routine medical expenses for the duration of the assignment. Further details of the insurance cover will be provided during the volunteer pre-departure briefing.

Utilities

VSA will reimburse volunteers reasonable expenses for household utilities while on assignment.

Final terms and conditions relating to the specific volunteer assignment will be confirmed in a personalised volunteer contract.

