



Job Title:	Veterinary Development Manager (0.55 FTE)
Project:	Arwain DGC
Locations:	Any Mentera office or home base
Line Manager:	Head of Animal Health Services
Salary:	£55,292 pro rata

Arwain DGC - Background

The aim of this project - which is funded through the Welsh Government - is to address antimicrobial resistance in animals and the environment. The project is in line with the aims and objectives of the Welsh Governments Antimicrobial Resistance (AMR) in Animals and Environment, and the UK National Action Plan.

The project will be delivered by the following partners – Mentera, WLBP (Welsh Lamb and Beef Producers), Aberystwyth University – Vet School, Bristol University, Iechyd Da and Milfeddygon Gogledd Cymru. The project will be led and managed by Mentera.

The Veterinary Prescribing Champions Network has been leading on responsible antimicrobial use in Welsh veterinary practices since 2019 and is a core element of the Arwain DGC project. The VPC Network have collectively developed a series of treatment and prescribing guidelines for key diseases of farm animals and a voluntary code of prescribing conduct for farm animal veterinary practices. VPC network participants also implement self-directed antibiotic stewardship initiatives within their own practice environments, representing the Network within their practices and acting as the voice of their practice with the Network.

Aim of the Role

- To lead the national Veterinary Prescribing Champions Network and associated outputs for the Arwain DGC project.
- To identify and target funding opportunities within animal health services and support bids for funding applications and expand on the potential for collaborative research funding opportunities with academic partners.
- To develop and maintain collaborations and networks with key stakeholders in the animal health and veterinary sectors in Wales and the wider UK.
- To develop and maintain a strong working relationship with relevant Welsh Government departments, and other potential clients including APHA
- To provide expertise on veterinary, animal health and scientific research, legislation, and policy.
- To lead staff and support the Head of Animal Health as relevant to the above aims and to continue developing the animal health services within Mentera
- To continue growing Mentera's reputation for excellence in animal health in Wales.

Main Responsibilities

- Lead on delivering key outputs relating to the Veterinary Prescribing Champions Network for the Arwain DGC project.
- Support Mentera's animal health services and wider initiatives to continue growth and development in this sector



- Independently identify animal health and veterinary objectives and potential funding sources and co-write bids for funding.
 - Develop collaborations with academic institutions in the field of animal health.
 - Lead and manage the Arwain VPC team, and the VPC Network.
 - Lead the dissemination of Arwain outcomes, particularly the VPC network, including research findings and presenting at conferences.
 - Ensure intellectual rigour and adherence to ethical standards in the projects for which they are responsible.
 - Support and mentor colleagues to interpret data, to manage competing priorities, and to develop their skills.
 - Monitor and, where appropriate, manage project resources (e.g. budget, time, materials, equipment) effectively.
 - Play an effective leadership role in mentoring colleagues and co-ordinating the work of other staff, including wider project partners as required.
 - Take on some specific wider responsibilities within Mentera to support the delivery of animal health services.
 - Actively contribute to the team, taking ownership of administrative duties and modelling a strong work ethic.
 - Lead an active role in engaging with stakeholders networks, develop contacts with external bodies including funding bodies, and actively seek out and develop opportunities for interdisciplinary projects.
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- Manage the review and impact assessment of your team's work Successfully take, where appropriate, a leading role in developing entrepreneurial or collaborative links with external organisations including academic institutions.
 - Actively participate in the development of the animal health services, with a focus on maximising funding opportunities and increasing impact on animal health in Wales.
 - Actively participate in the reputation of the company for delivering work of exceptional quality, value and impact.

Skills and Experience

Essential

- Fluent Welsh Speaker, living in Wales.
- An animal health-related veterinary degree eligible for membership of the Royal College of Veterinary Surgeons.
- Registered to practice as a Member of the Royal College of Veterinary Surgeons (MRCVS).
- Experience of, and extensive knowledge of veterinary work within Wales.
- Experience working in UK academia
- Experience with project management, managing staff and providing effective leadership to project teams.
- Experience managing budgets and delivering projects at pace, on-time and within budget.
- Strong writing and presentation skills, showing evidence of exceptional communication of complex information to a research, industry, or lay audience.
- Evidence of leadership roles.
- Expertise in veterinary, animal health and scientific research, legislation, and policy relevant to animal health particularly AMR in Wales.
- Understanding of qualitative research, Human Behaviour Change theory and the development of evidence-based animal health interventions.



- Advanced standard of IT skills including advanced research and data analysis packages
- Able to make difficult and timely decisions for the benefit of the business and/or service, including raising appropriate concerns regarding service delivery, budgets and staff/sub-contractors.

Desirable

- Excellent oral and written communications skills in Welsh and English
- PhD in Veterinary Science or Animal Health related subject
- Qualitative and quantitative data analysis

Additional Information

If you would like to have an informal chat about this role, please contact Dewi Hughes on 07939 975 681

The requirements for this position mean that it is categorised as follows:

Full driving license and use of a car for business purposes:

- Unnecessary
- Desirable
- **Essential ✓**

Welsh language proficiency: **Desirable**

- Listening/Speaking: Level 2
- Reading/Understanding: Level 1
- Writing: Level 0

Mentera provides language skills training to all members of staff who wish to develop their use of Welsh.

How to apply

You can apply for this post by completing an application form and an equal opportunities form and submitting them to swyddi@mentera.cymru by 10 am, on Monday, 27/10/25

Interviews

We will be conducting the interviews for this post at the Aberystwyth office during week commencing 03/11/2025. If this is not convenient, please note this on your application form.

Equality and Diversity Policy

Mentera is committed to supporting and promoting equality and diversity and creating an inclusive workplace environment. We believe that this can be done through attracting, developing and retaining a diverse range of people from many different backgrounds. Therefore, we welcome applications from people from all over the community, whatever their



gender, ethnicity, disability, sexual orientation, trans identity, relationship status, religion or belief, caring responsibilities or age. To support our employees to ensure a balance between their work and personal life, for the majority of our jobs, we will consider offers to work flexibly or job sharing.