**Job Profile**

**JPD Number:** VMED-DSU-24

**Job Title:** Specialist, Diagnostic Anatomic Pathology

**Date:** 9/18/2025

**Faculty/Admin Area:** Faculty of Veterinary Medicine

**Department/Unit:** Diagnostic Services Unit (30110)

**Job Family (proposed):** Management and Professional

**MaPs Band/Level:** P4

**Development Phase (old):**

**Nature of the Work:**(To whom position reports, complexity and amount of work/peak periods, other conditions: eg

shift work, callout dangerous or stressful conditions etc)

Reporting to the Director, Diagnostic Services Unit (DSU), the Specialist, Diagnostic Anatomic

Pathology is a professional role responsible for delivering high-quality veterinary diagnostic services in

anatomic pathology. This position will support necropsy (domestic animal, exotic and wildlife), field

necropsy, and surgical biopsy duty in the DSU.

The position requires board-certification (ACVP or ECVP) and eligibility for licensure by the Alberta

Veterinary Medical Association (ABVMA). The ability to multitask, to deal with periods of high volume

and stress, and to provide a high level of client service. The Specialist, Anatomic Pathology must have

the ability to work independently, but must also work effectively with faculty, other diagnostic

professionals and DSU staff. They must provide day-to-day supervisory direction for the necropsy and

Histology technical staff relating to their diagnostic cases. Further, they must have excellent oral and

written communication skills and communicate effectively with faculty, staff, and community

veterinarians. The position requires a high degree of decision making, using independent judgment

within the framework of the policies of the University and Faculty of Veterinary Medicine and within the

expectations of an expert diagnostician and professional service.

This position is predominantly located at Spy Hill Campus; however, travel to the Foothills Campus

may be required. Work is of varying complexity, with peak periods and short timelines for completion.

This position works 35 hours a week, Monday to Friday, but on occasion, there may be the need to

work outside of regular hours.

**Primary Purpose of the Position:**(Key purpose, functions, roles):

This position is responsible for providing accurate and timely delivery of anatomic pathology services

to the University of Calgary community, Distributed Veterinary Learning Community (DVLC) practices,

and the broader veterinary community. Diagnostic duty includes interpretation of necropsy, field

necropsy and surgical submissions, interpretation of ancillary tests, report preparation and

communication of results to veterinarians and other stakeholders. This position will further involve

promotion of the diagnostic services to internal and external stakeholders. There is no formal teaching

duties associated with the position.

**Qualifications/Expertise Required**:

Must be recognized as a specialist by the ABVMA. This includes completion of a DVM degree,

completion of advanced anatomic pathology training (residency program) and ACVP board

certification or eligibility.

Licensure with the ABVMA.

Significant practical experience in diagnostic anatomic pathology spanning all animal species is

required. Expertise in wildlife, exotic and production animal pathology is an asset.

Demonstrated ability to manage a high volume and diverse caseload and to complete reports in

required turnaround times.

Ability to provide leadership and direction to support staff while on diagnostic duty including a

minimum of 2 necropsy technicians and 2 histotechnologists.

Thorough understanding of bio-safety / bio-containment / bio-security/ WHIMS regulations.

Ability to assess, plan, coordinate and work under the direction of Senior Management.

Highly developed organizational and personal skills.

Superior interpersonal, communication (written and oral) and collaboration skills.

Must be flexible and team orientated.

Knowledge of policies of the University of Calgary and the Faculty of Veterinary Medicine considered

an asset.

Must demonstrate professionalism, discretion, courtesy, and respect in all interactions.

**Accountabilities/Tasks and Duties:** (Results and outcomes expected when roles are carried out successfully,

with supporting details on how results are accomplished):

Collaborate with DSU leadership to maintain and improve service quality, turnaround times, and client

satisfaction.

Communicate diagnostic findings clearly and professionally to veterinarians and stakeholders.

Ensure compliance with biosafety, biosecurity, and occupational health and safety standards.

Support the DSU's operational goals, including adherence to budget, billing, and reporting systems.

Contribute to the development of telepathology services to support rural Alberta.

Work within the budget for the Anatomic Pathology services and the DSU. This includes working

within established charges for services, record keeping systems, and billing systems.

Contribute to the Hazard Assessment process should a near miss or incident occur and contribute to

corrective actions.

Establish effective working relationships with the University, DVLC and greater veterinary community

regarding the services, ensuring that the expectations for service delivery are clearly communicated.

Consults with management on program requirements and makes recommendations to ensure

adequate infrastructure and personnel support and regarding potential improvements to processes or

service delivery.

Must establish effective working relationships with all stakeholders and mitigate/negotiate issues

through effective problem-solving methods.

Additional duties may be assigned by the Director, DSU, based on operational needs and evolution of

DSU.

**Occupational Health & Safety:**

-Understands and complies with the requirements of the University's Occupational Health and Safety

Policy

-Has knowledge of and understands the expectations of the University's Occupational Health and

Safety Management System (OHSMS) and applicable Faculty/Departmental/Unit specific health and

safety policies and procedures

-Ensures that all work conducted is in accordance with the Alberta Occupational Health and Safety

Act, Regulation and Code and other health and safety legislation as applicable

**Driving on University of Calgary Business:**

-While driving vehicles on university business, all drivers must comply with the Drivers Requirements

as listed on the Risk Management and Insurance website at Driver Requirements | Risk | University of

Calgary. https://www.ucalgary.ca/risk/risk-management-insurance/drivingvehicles/drivers/driver-

Requirements.

**Core Competencies**

Competency 1 – Envision the Future

- Sensing Future Trends - Anticipates and interprets future trends, by drawing on their experience and university

knowledge to make decisions, to problem-solve and to align people and resources in increasing challenging and

complex situations.

- Vision of the Future - Defines the future direction of the university, department, team or program and uses the

vision to guide and align the efforts of all members of the university.

**Competency 2 – Foster Innovation**

- Climate for Innovation - To champion and facilitate the development of breakthrough research and new

solutions: to bring in changes and new ideas that improve services, methods or approaches. Shows the ability to turn difficult situations into opportunities.

**Competency 3 – Engage and Support Others**

- Relationships - To establish and grow open and reciprocal relationships, understanding the importance of

leveraging others to successfully achieve university objectives.

- Empowerment and Enablement – To empower and enable others with appropriate authority and responsibility and supporting their efforts to take responsibility.

**Competency 4 – Focus on Results**

- Priorities Focus - The drive to achieve positive results and the ability to focus on accomplishing key objectives

for oneself, the team and/or the university.

- Climate for Results - Create or contribute to an environment which inspires potential, trust, learning and

excellence while delivering results.

- Change Focus – Facilitate and lead change by involving others and securing the necessary resources even

when faced with complexity and/or ambiguity.

**Competency 5 – Acting with Integrity**

- Integrity - To support the core values of the university, to be congruent in what

 you say and do; to be trustworthy, respectful and honest, and to exhibit a high

 standard of integrity in all interactions.- Accountability and Fairness - To 'do the

right thing;' be accountable and fair. This quality enables leaders and staff to be

 patient, flexible and accessible.

**Staff Member: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date (yy-mm-dd):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Team Leader/Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date (yy-mm-dd):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Dean/Director (optional): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date (yy-mm-dd):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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If Link does not work, please email resume to **Interim Director** Maria Bravo Araya:

maria.bravoaraya@ucalgary.ca