

Information Document*

Head of Diagnostic Services (Veterinary Pathology),

Agriculture, Fisheries and Conservation Department (AFCD),
Hong Kong Special Administrative Region (HKSAR) Government

- ✓ Are you looking for a new opportunity in a leadership role?
- ✓ Are you ready to take up the challenge to mentor a team of around 50 professional and technical staff to provide high quality veterinary laboratory diagnostic service to safeguard public health in Hong Kong?
- ✓ Do you have the passion for making an impact on laboratory capacity expansion in Asia?
- ✓ Are you interested in making connections and building relationships with experts from the other laboratories, academic institutions and governments?

If the above sounds like you then read on.

We are looking for an experienced veterinary pathologist or veterinary laboratory diagnostician that has answered yes to the above. Less experienced but highly motivated individuals may also be considered.

- **Who we are**

- Agriculture, Fisheries and Conservation Department (AFCD) is a department under the Hong Kong Special Administrative Region (HKSAR) Government. The mission of the department is to serve the community by providing services to secure orderly and efficient production and marketing of agricultural and fishery produce, enforce regulations on plants, pesticides and animal controls, and conserve our natural environment and safeguard the ecological integrity.
- AFCD's Veterinary Laboratory is the only governmental veterinary diagnostic laboratory of HKSAR. Our mission is to provide the government, industry and private sectors in Hong Kong with veterinary laboratory testing services consistent with best in world standards.
- We have two laboratories, namely Tai Lung Veterinary Laboratory and Sheung Shui Branch Laboratory, both are ISO/IEC 17025 accredited by the National Association of Testing Authorities, Australia (NATA). A new facility specializing in Antimicrobial testing and Whole Genome Sequencing is expected to become operational in late 2023.

*This document is for reference only. Please refer to [this link](#) for official recruitment details and application.

- Our major work focuses on testing related to animal and veterinary public health and food safety. Primary disciplines of testing include anatomical pathology, immunology, molecular diagnostics, microbiology and chemical residues testing. We provide a range of animal diagnostic and surveillance tests with an infectious disease focus. We also provide necropsy services with increasing focus on forensic pathology.
 - This position reports to Senior Veterinary Officer (Veterinary Laboratory), the laboratory head.
- **Why work for us**
 - Working with us, you will have the opportunity to take a major lead in the technical development of the Hong Kong Government's veterinary laboratory.
 - You will be supporting important government initiatives as it relates to animal disease diagnostics and animal welfare, engage in surveillance of diseases with animal health/public health concerns and help safeguard food safety.
 - You will have a valuable opportunity to further build up experiences of animal diseases, animal/zoonotic pathogens and suspected animal cruelty cases encountered in the Asian region, promote your leadership skills, sharpen your pathology skills, build networks with other local and regional veterinarians and veterinary specialists.
 - With emerging diseases at our doorstep you will be in an ideal position to contribute to new discoveries. In past 3 years we have detected the first cases of African Swine fever (ASF), and Lumpy Skin Disease (LSD) in Hong Kong. And notably identified along with collaborators the world's first detection of a dog infected with SARS-CoV-2 in 2020 and in early 2022 the first evidence of pet hamster to human transmission of SARS-CoV-2.¹ The findings have been published in multiple articles in collaboration with regional and international experts.

Good Working Environment

- You will be joining a team of enthusiastic and supportive veterinary officers, scientific officers and laboratory technologists.
- Our main laboratory facilities are located in a natural environment.
- You will be working in one of the modern Asian cities with a diverse lifestyle and well-known for international culture and cuisine.
- Hong Kong enjoys a low taxation rate compared to many other countries.

¹ <https://pubmed.ncbi.nlm.nih.gov/32408337/> <https://pubmed.ncbi.nlm.nih.gov/35279259/>

Competitive salary package and benefits

- A monthly salary of HKD \$126,220.
 - You will have rest days, public holidays (or substituted holidays), maternity leave, paternity leave, sickness allowance, where appropriate, that is in line with the provisions of the Employment Ordinance.
 - 14 days paid annual leave.
 - A contract of up to 3 years is negotiable.
 - You will receive a gratuity plus the Government's Mandatory Provident Fund contributions equivalent to 15% of the total basic salary drawn if the contract is satisfactorily completed with consistently high standard of performance and conduct.
 - The HKSAR Government supports eliminating discrimination in employment, irrespective of disability, sex, marital status, pregnancy, age, family status, sexual orientation and race.
 - Training and CPD opportunities will be provided and supported. We received the Testing and Certification Manpower Development Corporate Award for 2022 from Hong Kong Council for Testing and Certification.
- **What you will do**
 - Provide scientific and technical advice and leadership on issues pertinent to animal and public health, and disease diagnosis/surveillance/control/prevention.
 - Oversee diagnostic pathology for investigation, surveillance of terrestrial and aquatic animal diseases and forensic pathology for welfare related cases.
 - Work with local veterinary experts to establish an in-house veterinary anatomic pathology training programme and to mentor trainee pathologists to improve their diagnostic skills.
 - Set up connections and collaborative projects with local, national and overseas institutions.
 - Work with in house laboratory scientists in test development and research and capacity building.
 - Maintain laboratory preparedness to investigate major endemic, emerging/re-emerging, zoonotic and exotic disease incidents.
 - Participate in quality assurance programmes including proficiency testing and provide input into the laboratory quality management system.
 - Provide support to laboratory head in future planning and management.

*This document is for reference only. Please refer to [this link](#) for official recruitment details and application.

- **What we are looking for**

Qualifications

- A veterinary qualification registerable in Hong Kong under the Veterinary Surgeons Registration Ordinance, Cap. 529.
- A higher qualification in pathology or related field; such as membership of the Australian and New Zealand College of Veterinary Scientists in a relevant discipline, or Board Certification in a pathology discipline or equivalent.

Job experience

- A minimum of 5 years' experience in providing diagnostic pathology services or similar.
- Experience in advanced molecular testing methods, scientific and technical expertise in digital pathology and immunohistochemistry would be advantageous.

Skills and Personal characteristics

- The ability to work as a project leader with strong team working skills.
- Excellent communication, leadership and problem-solving skills.
- A high sense of responsibility, pro-active and resilient personality.
- A high degree of self-motivation, independence, and time management skills.
- The eagerness to share knowledge and a humble display of diagnostic vulnerability.
- Demonstrated past success in managing projects.
- General management experience highly desirable.

Contact

Dr. Christopher Brackman

Senior Veterinary Officer

Tai Lung Veterinary Laboratory

Agriculture, Fisheries and Conservation Department

Hong Kong

christopher_john_brackman@afcd.gov.hk

Link: <https://www.csb.gov.hk/english/recruit/7.html>