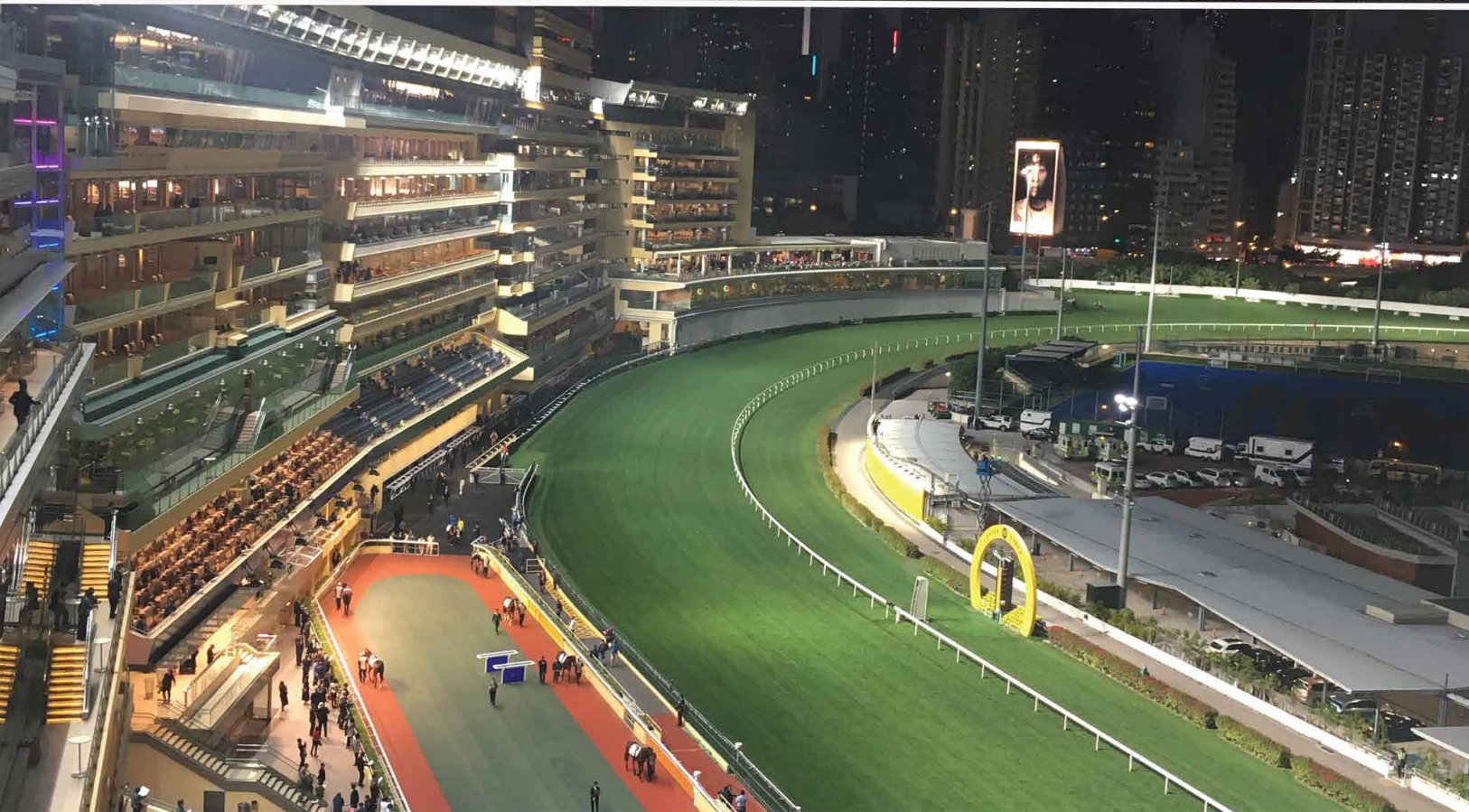
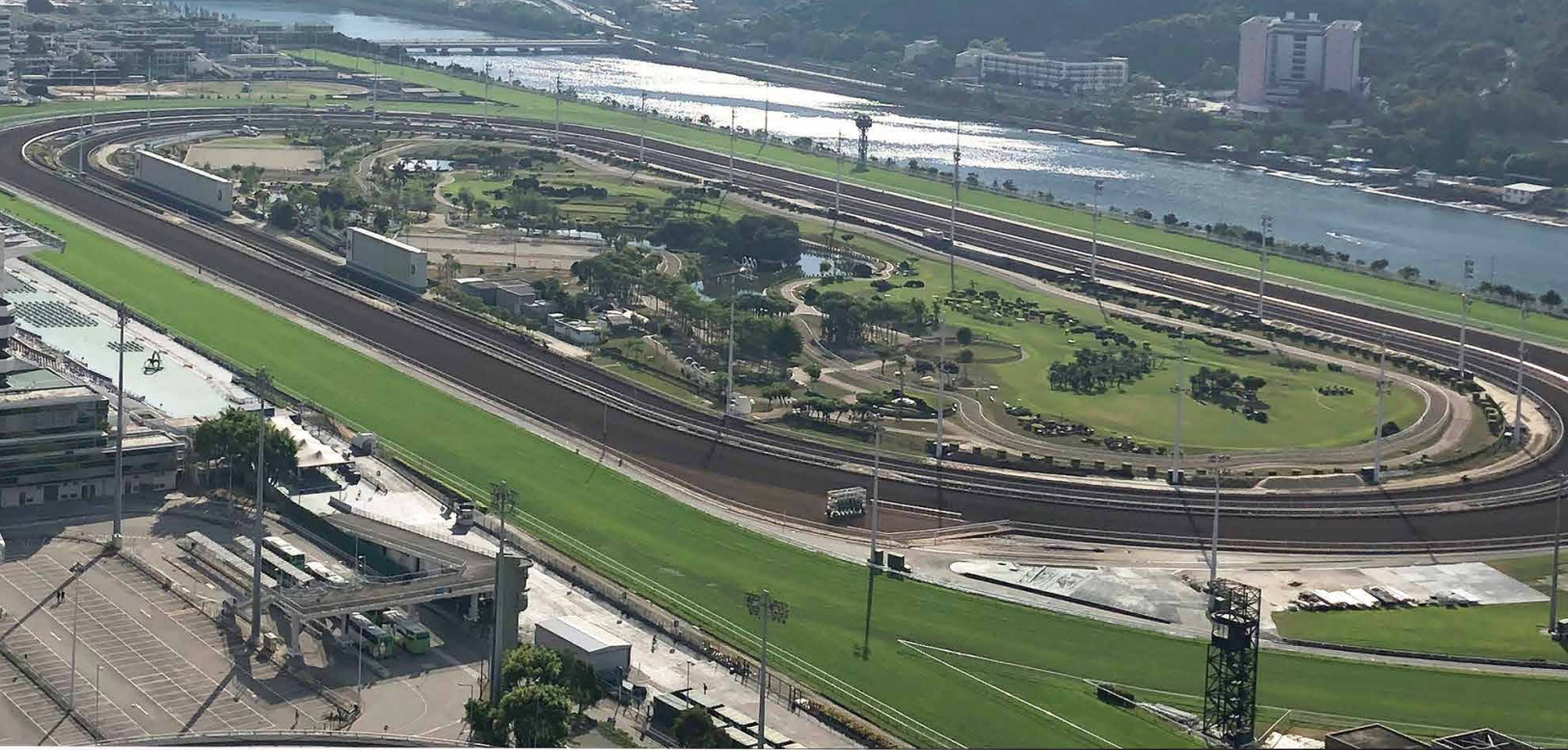




Veterinarians in equine racetrack practice



香港賽馬會從化馬場
The Hong Kong Jockey Club
Conghua Racecourse



Copyright © 2021 The Hong Kong Jockey Club. All rights reserved.

The materials are copyrighted and must not be used, reproduced or distributed without prior written consent of The Hong Kong Jockey Club (“HKJC”). The materials are provided on an “as is” basis for information purposes only. None of the HKJC, its affiliates or any person involved in or related to the compilation of the materials (collectively the “HKJC Parties”) makes any express or implied warranties or representations with respect to the accuracy, timeliness or completeness of the information or as to the results that may be obtained by the use thereof. In no event shall any HKJC Parties have any liability of any kind to any person or entity arising from or related to any action taken or not taken in respect of such information.



Expressions of interest

The Hong Kong Jockey Club (HKJC) has an outstanding global reputation as a professional and highly successful horse racing organization that maintains very high levels of racing integrity.

The Veterinary Clinical Services Department (DVCS) provides a professional veterinary service practice within a larger corporate environment. We (the Racing Section) provide veterinary services to over 1,400 Thoroughbred racehorses at the Club's Sha Tin racecourse in Hong Kong and Conghua Racecourse (CRC) in the Greater Bay Area of Southern China, and a separate Equestrian Section provide services for a further 600 retired Thoroughbreds and other horses at 9 riding establishments throughout Hong Kong Special Administrative Region.

The DVCS is building a high-performing team of veterinarians with complementary skill sets and a strong sense of team values, goals and codes of ethics. We are seeking expressions of interest from outstanding, service oriented veterinarians who are suitably experienced in equine racetrack practice and committed to providing exceptional veterinary care to active and retired Thoroughbred racehorses. **Positions for stable veterinarians, for equine surgeons and for those with specialist level training in equine sports medicine are encouraged to express their interest.** Successful applicants for future roles will be a highly effective communicators with a positive approach to building a team and developing those around them.

Flexible working arrangements such as several months' sabbatical leave each year may be considered in some future roles to attract, retain and develop talents.

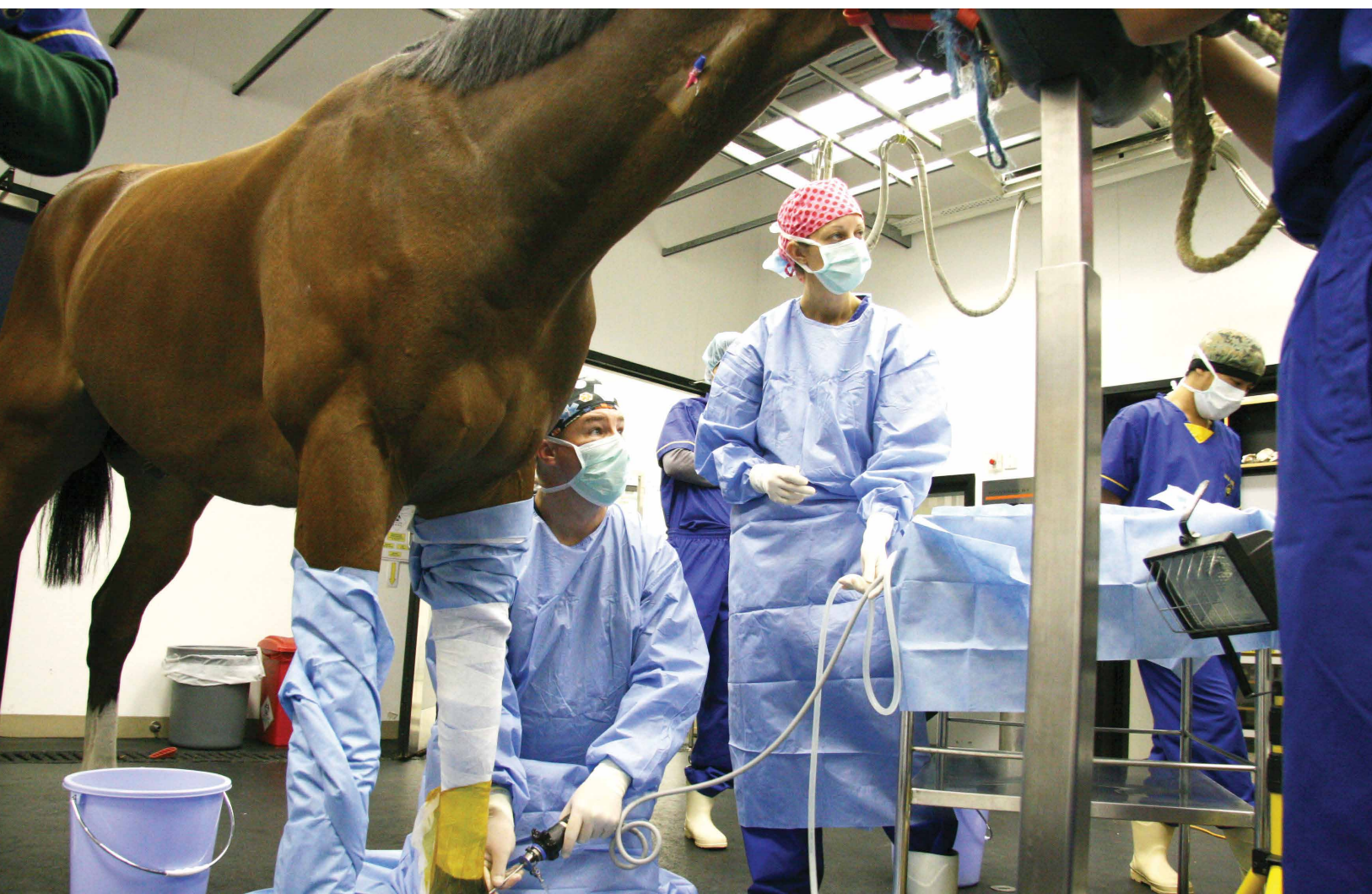
About Veterinary Services at the Hong Kong Jockey Club

The DVCS (Racing Section) provides comprehensive clinical services across two sites, Sha Tin and CRC. Actively racing horses move regularly between the dual site of Sha Tin and CRC with many trainers using CRC to train horses then sending them to Hong Kong for racing. CRC is the site where many horses are rested and rehabilitated following injury. The goal of CRC is to become a premier provider of sports medicine performance health care and surgical services with advanced diagnostic imaging facilities, and a centre-of-excellence for the rehabilitation of active and retired racehorses.

About Veterinary Services at Sha Tin Racecourse in Hong Kong

The veterinary hospital at Sha Tin is a well-established centre for the care of Thoroughbred racehorses with examination, surgery and recovery suites and diagnostic facilities including a radiology suite, an examination room for ultrasonography and Ultrasound Tissue Characterisation (UTC), scintigraphy and standing MRI suites, a pharmacy and a laboratory. Dynamic endoscopy and on-board monitoring of cardiac and locomotion data is commonly used to evaluate poor performance.

A highly experienced team of 8 clinical veterinarians, 3 of which are specialist equine surgeons are based in Hong Kong and are supported by four junior veterinarians. A team of highly experienced regulatory veterinarians are responsible for regulatory and related duties.



About Veterinary Services at the Conghua Racecourse

The CRC is a HK\$3.7 billion world-class facility for the training and rehabilitation of Hong Kong's racehorses. Opened in August 2018, the facility is situated in the Conghua district of Guangzhou in Guangdong Province, approximately 200 km from Sha Tin Racecourse in Hong Kong (about 3 hours by car, 4 hours by specially designed horse trucks).

The facility is in an equine disease free zone and is the first world-class racecourse and Thoroughbred training centre in the Mainland. Under a series of arrangements between authorities in the mainland and Hong Kong, horses are able to travel freely between the 2 sites which ensures that Hong Kong horses have the same health status in Conghua as in Hong Kong.

Situated on 150 hectares, the facility is spacious and offers 4 racing surfaces; one 2,000m turf course, 2 all-weather dirt courses and a straight uphill 1,000m gallop course. There are 9 stable blocks with capacity to house over 660 horses, 20 spelling paddocks, a Rehabilitation Unit with equine spas and aqua-treadmill, several trotting tracks, an equine swimming pool and undercover arena. An additional HK\$1.7 billion has been committed to expansion of the stables, training, rehabilitation and staff accommodation facilities over the next 3 years.

Positions based at CRC or with a portion of time spent at CRC create a unique opportunity to experience living and working in a beautiful region of China. The CRC is nestled in picturesque countryside surrounded by forests, waterways and mountains. The region is famous for its natural beauty and for spa and wellness resorts. Conghua District has high environmental standards with excellent air and water quality. The city of Guangzhou is only 1 hour away by car and is a modern city where the full range of shops, restaurants and services expected in any large international city can be found. An excellent medical service is available on-site for staff.

The veterinary hospital at CRC features a spacious, modern hospital with examination rooms, stables and treatment areas, isolation stalls, a pharmacy, pathology laboratory and a large fully equipped operating theatre with induction and recovery suites. Spaces have been designed for future installation of advanced diagnostic imaging equipment and a second operating theatre. There are excellent technical support staff and on-site farrier services.

Diagnostics include the latest digital radiography and ultrasonography equipment including Ultrasound Tissue Characterisation (UTC), multiple endoscopes including 3m gastroscopes. Horses requiring additional advanced imaging including standing MRI and nuclear scintigraphy are currently referred to Sha Tin yet installation of nuclear scintigraphy at CRC is planned for mid-2022.

The rehabilitation unit on site is managed by internationally trained and qualified staff who are responsible for performing around 1,400 rehabilitation therapies per month including aqua-treadmill and chilled salt water spa sessions, manual therapy, therapeutic laser, therapeutic ultrasound, TENS and PEMF. Additional services available through the veterinary hospital include shock wave therapy.

CRC has highly experienced staff in the racing, tracks, stables, farrier, rehabilitation unit and veterinary divisions. Staff from Hong Kong and abroad work alongside local employees trained under internationally accredited programs developed in Hong Kong to provide a level of horse care equal to that available in Hong Kong.



About Us

Veterinary Clinical Services Department (DVCS) at HKJC is a large team of veterinarians, highly skilled technicians and support staff. We value a collaborative team approach to clinical services.

Our vision is to be a centre-of-excellence for health care of active and retired Thoroughbred racehorses thereby contributing to the overall success of the HKJC.

Our mission is to provide first-rate veterinary care for active and retired Thoroughbred racehorses through dedicated professional service, effective use of cutting-edge technology, good communication and the application of relevant clinical research.

We strive to reduce the incidence and enhance the management of racehorse injuries and disease through constant improvement in clinical standards and contribution to veterinary knowledge.

Whilst working towards professional and personal fulfillment and reaching our full individual and team potential we aim to engage staff and encourage their continued professional development through training programs and communication with colleagues. Continuing education, a team atmosphere and work/life balance are prioritized.



About positions

We currently have a position available for an equine racetrack veterinarian or equine surgeon based largely at CRC or based jointly at CRC and Shatin. Other positions within the Club are likely to become available within the next 12 months.

The currently available position is for an additional veterinarian to join the team of 3 senior veterinarians and 2 junior veterinarians based at CRC. When the border between Hong Kong and PRC reopens, some rotation through Sha Tin is likely to be possible. Although not essential, post-graduate training and a qualification in equine surgery or sports medicine would be an advantage. For suitable employees, particularly for those with specialist qualifications, the potential for several months' sabbatical leave each year or other flexible work arrangements will be considered.

As a Club Veterinarian you must work within a system of racetrack veterinary services, within a framework of guidelines, protocols and procedures that is markedly different to the private practice model of most other racing jurisdictions. Club Veterinarians must maintain strict standards and serve a wide range of customers including owners, trainers, racing stewards and the regulatory veterinary department and do so within a corporate environment.

Selection Criteria

	Criterion	Essential	Desirable
1	Degree in Veterinary Science or Veterinary Medicine registrable with the Veterinary Surgeons' Board in Hong Kong	+	
2	Post-graduate training or qualification in equine surgery, equine medicine, sports medicine, diagnostic imaging or other relevant discipline		+
3	Experience in the practice of quality equine racetrack medicine: routine veterinary care, prevention, diagnosis and management of veterinary conditions in Thoroughbred racehorses	+	
4	In-depth knowledge and understanding of veterinary aspects of the Thoroughbred racing industry	+	
5	A strong interest in sports medicine and rehabilitation		+

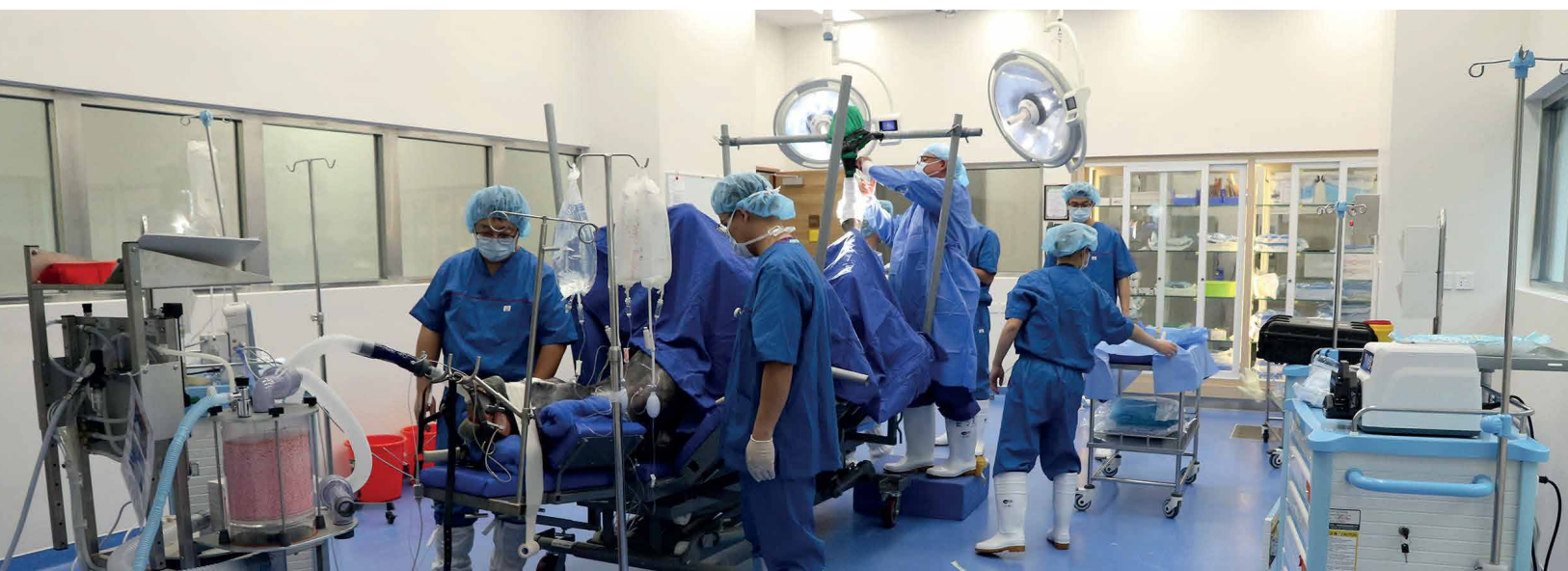
About successful applicants

As the successful applicant you will

- Embrace the culture, mission and vision of the Club and the DVCS.
- Be highly service oriented, able to display positive attitudes and behaviors that demonstrate an awareness and willingness to respond to customers (owners, trainers, racing stewards and the regulatory veterinary department) in order to meet their needs, requirements and expectations.
- Have the personal attributes and skill to help lead the club's vision of developing a centre-of-excellence for veterinary care.
- Always strive to deliver positive outcomes that will contribute to the sustainability and success of the racing industry in a rapidly changing social environment.
- Strive to maintain a collaborative clinic culture with open communication amongst veterinarians and other staff.
- Display empathy, horsemanship and a commitment to be the champion of the horse in all matters related to health, welfare and safety and in doing so be committed to enabling horses a second career after they retire from racing.
- Strive to constantly improve clinical standards.
- Place an emphasis on the prevention of injury and disease and of achieving optimal wellness and athletic performance of horses, and acknowledge the importance of optimizing the quality of racing at HKJC by minimizing the effects of ill-health and injury in our racing population.
- Provide excellent technical and service quality, exceptional follow-through and follow-up of cases.
- Provide a prompt, professional and efficient service with a positive team-player approach.
- Anticipate and recognize the needs of others in the work-place, make yourself available to assist those in your team, your supervisors and others.
- Maintain medical records to a high standard, and meet all obligations to document and communicate with all stakeholders in an effective and timely manner.

Duties

1. The main duty is to provide veterinary care for Thoroughbred horses in race training during daily stable visits and in the veterinary hospital.
 - Although the junior veterinarians perform many of the routine duties, it is expected that all veterinarians perform routine work including preventative health care practices as required to get the daily work completed and to supervise and support junior veterinarians when needed.
 - Senior veterinarians are expected to perform a range of examinations to a high standard including but not limited to the suitability to compete in a barrier trial or race.
 - An important aspect of the positions is to perform thorough and comprehensive assessment of horses presented for evaluation of lameness or other signs of injury or disease and with poor racing performance to make an accurate diagnosis if possible and to monitor the response to treatment and management modifications.
 - In addition, successful applicants will contribute to the veterinary care of retired horses, for horses used as lead horses and horses used for training track riders and jockeys.
 - For a candidate with equine surgical training, a share of the surgical caseload is required.
2. Veterinary attendance at morning track-work and after-hours emergency on-call cover on a one-in three or one-in four basis.
3. Acting in an official capacity to provide veterinary cover and to monitor the health and welfare of horses competing in barrier trials and race meetings.
4. Veterinary support for horses during transport between the dual site (although this is normally the role of the junior veterinarians).
5. Supervision, mentoring, support and hands-on training for junior veterinarians.
6. Other duties as required by the head veterinarian DVCS including administration tasks, contribution to clinic and hospital management, contribution and active participation in continuing education events.



Conditions of employment

Successful applicants will be offered a 3 year contract subject to completion of a satisfactory 6 month probation period.

An attractive remuneration package is offered commensurate with relevant experience and qualifications. Accommodation and utility expenses, a travel allowance, healthcare coverage and other benefits will be provided. Key benefits will include but not limited to the following to enhance our business operational agility, as well as a core part of our People Care for employees' well-being. Details of our benefits will be available on request.

- Flexible work arrangement subject to business operational requirements and the individual's personal situation
- HKJC membership for the individual with access to our Club facilities for their family members
- Relocation related costs
- Competitive leave benefits
- Contribution to professional membership fees

How to apply

**Expressions of interest must be submitted by email to:
Dr Cate Steel or Dr Brian Stewart.**

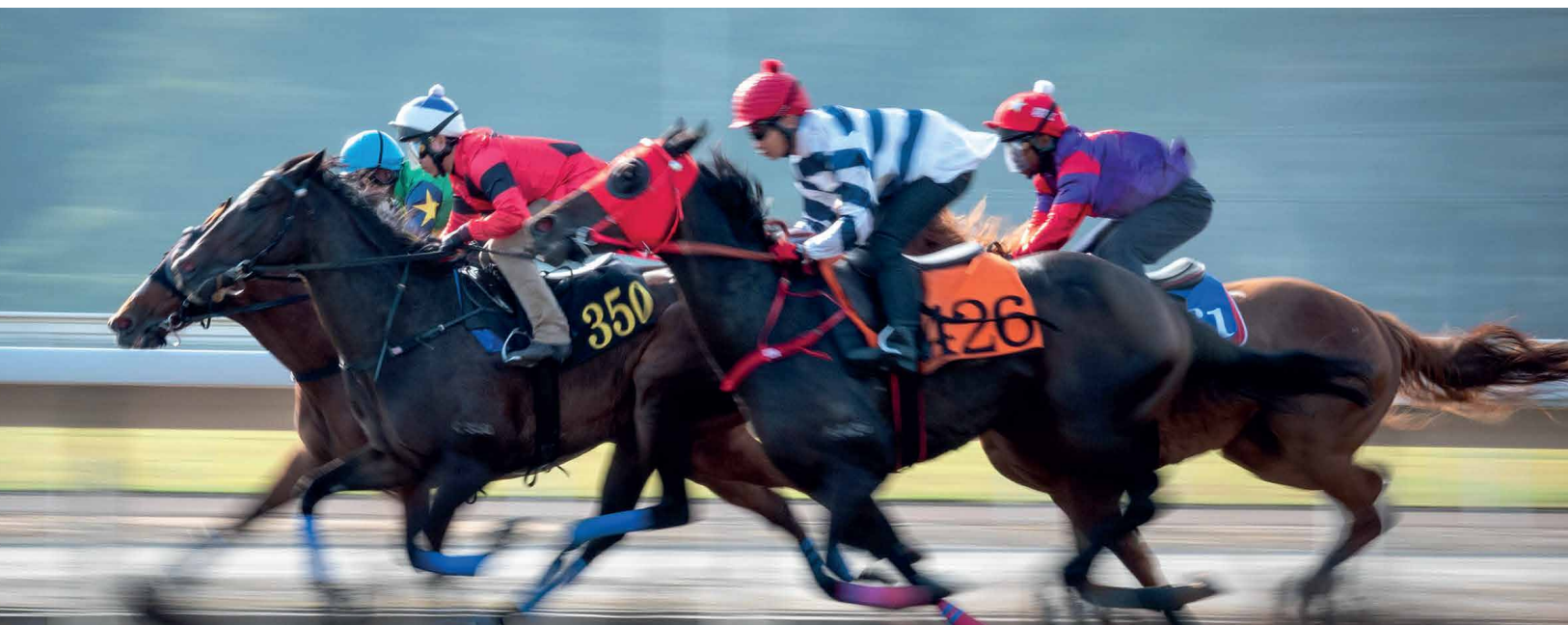
An expression of interest or application must include:

- A cover letter that outlines your reason for an interest in future positions at the HKJC and summarizes your qualifications, relevant experience and addresses the selection criteria.
- A Curriculum Vitae.
- The names and contact details of a minimum of three referees may be provided later if an application is lodged.

For additional information and for further questions, contact

Dr Catherine (Cate) Steel, Principal Veterinarian, Conghua Racecourse
at catherine.m.steel@hkjc.org.hk; or

Dr Brian Stewart, Head of Veterinary Clinical Services, Sha Tin Racecourse
at brian.d.stewart@hkjc.org.hk.







香港賽馬會
The Hong Kong Jockey Club