

Deputy Manager of Clinical Pathology

Role Details:

- **Location:** UK based - remote, office or hybrid choices available
- **Contract:** Permanent
- **Salary:** Competitive
- **Hours:** 40 per week (negotiable, part-time working considered).
- **Shift Pattern:** Monday – Friday 08.30 – 17.30 (negotiable), some Saturday work may be required on a rota basis.

CVS Group plc is one of the largest integrated veterinary services providers in the UK and owns hundreds of veterinary practices, nine referral hospitals, two diagnostic laboratories, MiLab in-practice diagnostic equipment, and an online pharmacy. We want to be the veterinary company people most want to work for, attract the best people, and deliver the best possible care to animals.

Our Laboratory Division consists of two laboratories (Finn Pathologists and AXIOM Laboratories) and is dedicated to providing the highest quality veterinary diagnostic services. Our clinical pathology team comprises pathologists with ACVP, ECVCP, and FRCPath qualifications. We are committed to continually invest in new technologies and equipment, and also support research projects and undertake collaborations with various educational and commercial stakeholders to advance our knowledge in the fields of veterinary diagnostic testing.

We are seeking a Deputy Manager of Clinical Pathology to ensure the successful day-to-day operations of the Clinical Pathology service, and act as a point-of-contact for queries and decision making in the absence of the Clinical Pathology Manager.

The additional management duties would be performed alongside regular evaluation and reporting of clinical pathology cases, including cytology, haematology, biochemistry and electrophoresis results.

What you'll be doing - Support the Manager of Clinical Pathology in the following:

- Supervise the delivery of high-quality services, ensuring we consistently meet and surpass client expectations.
- Mentor young pathologists and enable growth opportunities for our whole team.
- Enhance our clinical pathology residency program and CPD provision, along with providing support for visiting resident externships and other educational partners.
- Pursue new development opportunities for the clinical pathology department and act as a further representative in research projects.
- Work with stakeholders throughout the business, and across internal departments, to ensure we deliver the best possible care to as many animals as possible.
- Provide advice, guidance, and training to the laboratory technicians where needed.
- Assist in maintaining our quality assurance goals, including development of standard operating procedures, EQA and internal quality control evaluation, and development or validation of new methods.

- Aid in line management of the clinical pathology team, whilst working in conjunction with the Veterinary Team Administrative Manager to schedule workloads and work capacity to ensure efficient delivery of service.

What You Will Bring:

- Good communication skills. Knowledge and experience in Veterinary Clinical Pathology, including experience in digital pathology. Current membership of the RCVS. Postgraduate training in veterinary clinical pathology (ACVP/ECVCP/FRCPPath).
- Proven experience supporting the development of individuals through coaching, mentoring and feedback
- Demonstratable experience in supporting and overseeing professional teams. Some knowledge of quality assurance and method validation/assay development.
- Experience designing, developing or delivering CPD both internally and externally
- A proactive attitude towards problem-solving and a team player.

Our Offer to You:

- Salary is highly competitive, based on workload and experience. We also offer a wide range of benefits including:
- 6 weeks holiday, including Bank holidays
- A buy/sell holiday scheme.
- Pension matched up to 6%.
- Health cash plan – save on everyday health care.
- 1 extra holiday day per year of service after 5 years, up to a maximum of 5 long service holiday days.
- Enhanced maternity/paternity/adoption leave.
- Generous staff discount on pet care and products.
- Gym flex – save on gym memberships.
- Cycle to work scheme
- A Sharesave scheme

For a full list of what we offer, click here: [CVS Vets | What We Offer](#)

We believe that pathologists should be supported in their interests and personal development, which is why we offer a generous CPD allowance and CPD leave. We also encourage our pathologists to deliver CPD sessions to residents and vets across CVS and non-CVS veterinary practices, with adequate time given to prepare for these.

In addition, our pathologists can apply for CVS-funded research, either independently or in collaboration.

We pro-actively support staff wellbeing via an Employee Assistance Programme, Wellbeing committee, Mental Health First Aiders and Wellbeing Champions.

For informal queries please contact matthew.maguire@cvsvets.com or Guy.Davies@finnpathologists.com (Manager of Clinical Pathology).

To formally apply please click the "apply now" button and attach your CV and a covering letter outlining your previous professional and leadership experience.

Please note this role will remain open until we find a suitable candidate. We encourage you to submit an application at your earliest convenience.