



Small Animal
**New Graduate
Programme**

2022



““ Our mission is to support you with tailored training and mentorship so that you will thrive in general practice. The Graduate Programme will help you develop the skills, confidence and friendship necessary for you to launch your career as the future of our wonderful profession ””

Dr Martin Whiting

BVetMed MA PhD DipECAWBM MRCVS FHEA RCVS and European Specialist in Animal Welfare, Ethics and Law Director of Learning, Education and Development

““ I am delighted that CVS has launched a new graduate summer camp to support our fantastic new graduate’s transition into their first roles as qualified vets. The opportunity to get that first hands on experience as a qualified vet, real world practical clinical training, and peer to peer learning and support with new colleagues is one I would have relished straight out of vet school. ””

Ben Jacklin

Chief Operating Officer

““ Summer Camp is an excellent opportunity for us to meet you and welcome you to the CVS family and for you to create a peer support network from the outset. It is also designed to ensure you will have the knowledge and support you need to allow you to thrive in your new role. I could not be prouder that we are able to offer this to our new graduate vets. ””

Helen Finney

Group HR Director



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CVS Overview

Passionate about animal care

At CVS, we are one of the leading integrated veterinary service providers in the UK, the Netherlands and the Republic of Ireland, putting our people first.

Our key strategic pillars

1
We recommend and provide the best clinical care every time

2
We are a great place to work and have a career

3
We provide great facilities and equipment

4
We take our responsibilities seriously

Our purpose is to give the best possible care to animals

Our vision is to be the veterinary company people most want to work for

Our locations

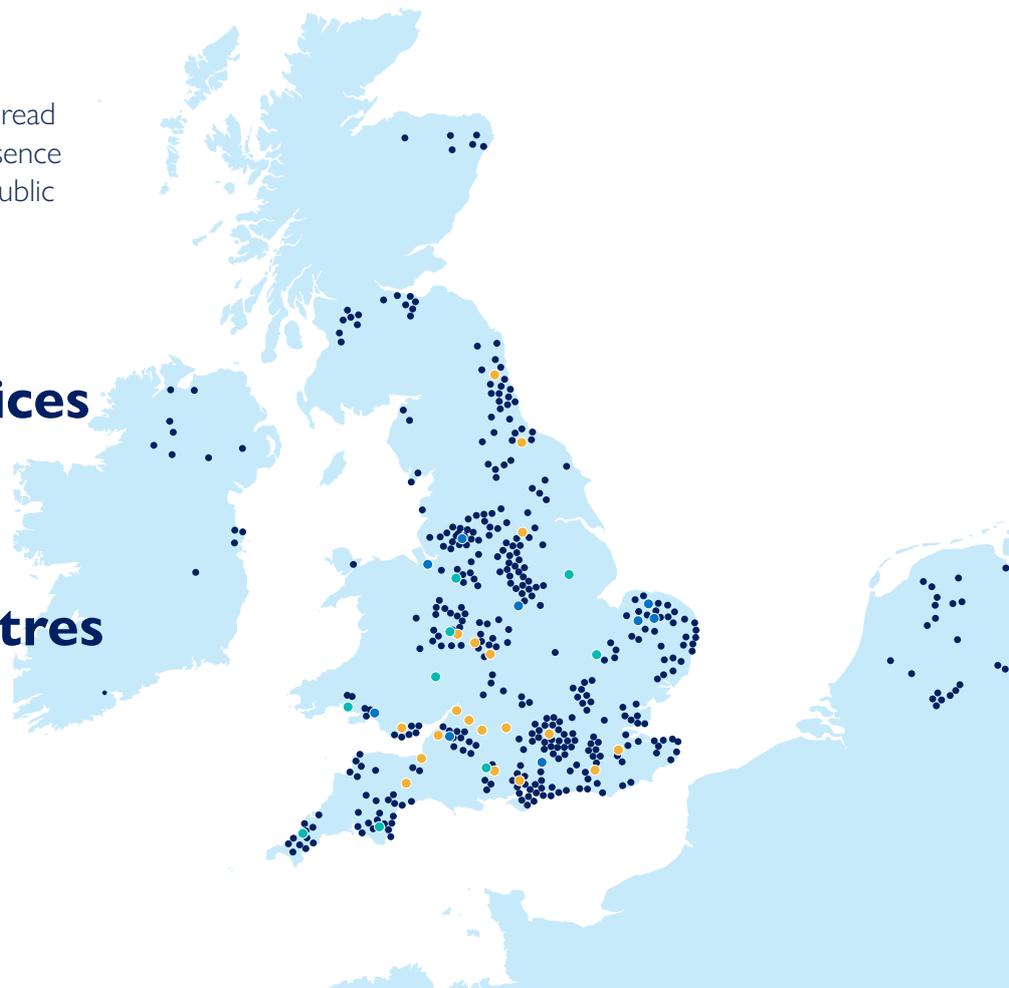
We have a solid geographical spread across the UK and growing presence in the Netherlands and the Republic of Ireland.

500+ vet practices

3 laboratories

7 crematoria

10 referral centres





Small Animal Graduate Programme

Are you looking for a complete two-year graduate programme, designed by experienced vets, which will fully support you? If so, you have come to the right place!

The CVS New Graduate Programme is tailor-made, offering you the right support network by ensuring you have an experienced clinical mentor working alongside you in your practice. In addition you will attend dedicated Continued Professional Development (CPD)

days, supporting the development of your clinical and non-clinical skills, whilst also providing the opportunity for you to share experiences with fellow graduates.

We are extremely proud of the CVS Graduate Programme and have supported over 750 brilliant graduates with the programme since 2015. We are always learning and working hard to constantly evolve the programme each year – in order to provide you with the best support and opportunity for your first years in practice.

What support & CPD you receive

Alongside the regular support of your colleagues in practice, you will also benefit from:

A trained mentor

Your assigned mentor will be a vet with over three years post-graduate experience who is there for day to day support and to help overcome obstacles so you can achieve your goals.

Professional skills workshops

In addition to the Summer Camp sessions and a careers event at the end of year two, four days of professional skills training is included in the programme. These workshops focus on non-clinical aspects of veterinary life covering resilience, communication, teamwork, assertiveness and dealing with difficult situations.

Clinical skills training

Also included is a full clinical programme delivered both online through CVS Knowledge Hub, our virtual learning environment, and through face to face workshops, with a focus on helping you develop core skills and grow into a well-rounded general practitioner. These include:

Year one

Compulsory core workshops

Dentistry

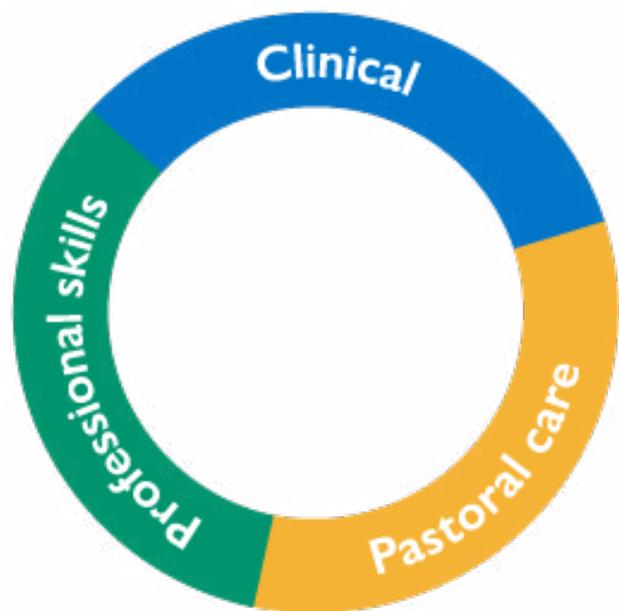
Emergency & Critical Care

Abdominal Ultrasound

Lab Skills

Year two

The second year is a 50:50 split between additional compulsory core workshops that allow you to build on your year one skills and competencies whilst also allowing you to choose what you want to study, enabling you to tailor the programme to your own aims and objectives.



The elective is an opportunity to explore different aspects of the veterinary industry, both clinical and non-clinical. Examples of how graduates have used this time include visits to referral practices, working night shifts in Out of Hours clinics, work-shadowing business managers, graduate exchanges between practices and conference attendance.



Summer Camp

After an amazingly successful Summer Camp in 2021, we are delighted to be running it again in 2022.

We want to continue to help make the transition into working as a fully-fledged vet as smooth and enjoyable as possible for you.

People are at the heart of our strategy and we endeavour to provide our colleagues with the best possible experience and provide them with all the support they will need to not only cope but to thrive in their roles.

To ensure our New Graduate Vets get their career off to the best possible start despite the recent unprecedented times we have decided to enhance our already successful New Graduate Programme by adding on an initial, paid for, all singing and dancing three week New Graduate Summer Camp, that our new recruits will attend before they go into practice. The three week Summer Camp will comprise a week residential training, a week in a practice environment, supported by one week of applied online learning, delivered through CVS Knowledge Hub, our fantastic virtual learning environment.

The Summer Camp will

- Enable us to meet you in person so that we can welcome you to CVS
- Allow you to practice key day-one skills and re-visit essential knowledge
- Bring you together with other new graduates, so that you can get to know some of your new colleagues and have a peer-support network right from the start
- Provide you with the opportunity to learn about CVS and how our practices operate

What's included

Week 1 - Online

An online teaching programme, delivered through CVS Knowledge Hub, our virtual learning environment.

Week 2 - Residential

A five day practical residential week including:

• Dentistry Day

A practical wet lab session, where you will learn how to perform closed and surgical extractions and dental radiography.

• Emergency & Critical Care Day

A practical wet lab session, where you will learn how to perform a range of ECC procedures from the placement of thoracic drains to oesophageal feeding tubes.

• General Practice Skills Day

A practical classroom-based session, where you will have the opportunity to learn a range of skills from how to use a microscope, how to set up an ultrasound machine and writing clinical notes on a practice management system.

• Managing a day in practice

A scenario based session, where you will learn more about how a day in practice is organised and run and what to do when emergencies come in or unexpected events happen.

• Mistakes, complaints & difficult conversations

Making mistakes, client complaints and euthanasia consults are key concerns that many new graduates have, therefore, this session is an opportunity to discuss any concerns you have and provide advice on how to deal with different situations.

Week 3 - In practice

A four day week working in a CVS practice with tutor support:

You will spend

- Two days in the operating theatre honing your bitch spay and neutering skills
- Two days in the consultation room with real patients and clients, providing you with the opportunity to put into practice your preventative healthcare knowledge and learn how to structure and manage common first opinion consultations.

You will be working on the front line with real patients and clients and, as part of your structured training programme, will be fully supported by your experienced clinical tutors at all times during the week.

Online

Residential

In-practice

What's included

How will the Summer Camp benefit me?

Based on the wealth of experience we have at CVS of supporting new graduates in practice through our New Graduate Programme, we have a strong understanding of the core skills a newly qualified vet needs to hit the ground running when they start their first job.

The summer camp will focus on helping you develop core skills and knowledge in surgery and consulting.



Rheanna



Kate



Lauren

"I've really enjoyed the Summer Camp 2021. It's been a great way of being eased into the working world from being a student to a fully fledged vet"

"It was a great opportunity to meet other people in the same position as me and talk through everything about being a new grad"

"I found the Summer Camp 2021 really helpful. I feel a lot more confident now going into practice"

Benefits and perks

3 paid weeks for Summer Camp before starting in practice

Starting salary of £32,000 which increases to £35,000 at the end of year 1 and £38,000 at the end of year 2

No financial tie in during or after the programme

Professional memberships (RCVS & VDS)

Employee Assistance Programme: 24/7 365 days a year helpline to support you and your immediate family when you need it the most

Discounted UK gym membership with Gym Flex

Performance reward scheme

Recommend a Friend: Financial bonus up to £3000!

Opportunity to enrol onto the country's first Advanced Clinical Practitioner (Veterinary) degree apprenticeship programme in conjunction with Nottingham Vet School and achieve both a masters qualification and CertAVP

Up to 7 weeks annual leave plus Bank Holidays (or equivalent) with our Buy/Sell holiday scheme - allowing you to purchase an additional two weeks of annual leave. Receive an extra days leave each year in your first 5 years at CVS. Unlimited access to hundreds of free webinars and courses available via Knowledge Hub.

Discounted pet treatments

Internal transfers: with a network of over 500 practices we can support you should you need to relocate



Career progression

We are committed to making CVS a great place to work and have a career. Our Learning, Education and Development Team continue to deliver significant training in support of colleague development

845

vacancies filled by internal candidates in financial year 2020-2021

80%

of the CVS Executive and 80% of our Clinical Director roles filled by internal applicants

60%

60% of our Senior Vet roles filled by internal applicants





FAQs

How do I gain access to my online learning?

Access to the Summer Camp training and resources will be available on CVS Knowledge Hub, our virtual learning environment. Therefore, once you have accepted your offer and returned your signed contract, you will be sent login details for Knowledge Hub and can then undertake your online training as best suits you, prior to the start of your residential week.

Where does Summer Camp take place?

We will be running residential weeks in the North and South of the UK in both August and September 2022. We will endeavour to try to ensure your in-practice week will take place at a CVS practice that is closest to your geographic/home practice location. All travel, accommodation and subsistence costs associated with both weeks will be covered by CVS



Do I need to 'pass' Summer Camp?

Summer Camp is just one element of the CPD, support and mentorship you will receive as part of the New Graduate Programme in your first two years with CVS. 'The purpose of Summer Camp is about ensuring we give you the support you need to help you excel in your first years in practice

I can't start until September – does this mean I miss summer camp?

No, we have a start date available in both August and September for Summer Camp.

Are there any financial tie-ins for the graduate programme?

No, we don't believe in tying you into any agreement/pay backs as part of our graduate programme. We want all our graduates to be with us because they want to. Our vision is to be the veterinary company people most want to work for and for newly qualified vets, that starts with us having a fantastic and supportive New Graduate Programme for your first years in practice.

This programme is for Small Animal, what do I do if I am interested in equine or farm animal?

If you are interested in a position within an equine, farm, or mixed practice please contact our Careers Team via recruitment@cvsvets.com, who will be very happy to help you.

Where will I be working when on the programme?

For our 2022 graduate programme, we are excited to be able to offer both opportunities to be based at a single practice throughout the programme and the opportunity to be able to rotate across more than one practice over the two years. The choice is yours.

How to **apply**

- Click apply now
- Complete your application
- Join us for an online interview in early 2022
- If you are successful in your interview, you will then be invited to meet a practice team, this may be either virtually or in person

If you are interested in a new graduate position within an equine or farm practice please email recruitment@cvsvets.com

apply now





Images used in this brochure are from the **Summer Camp 2021**

