

Small Animal Internal Medicine Specialist | Perth, Australia
Western Australian Veterinary Emergency & Specialty (WAVES)

Help us build the kind of service we would all want to work in.

Most veterinarians don't change jobs because another hospital buys a new CT or MRI scanner.

They move because they are looking for the right people, the right conversations, the right culture and the chance to practise great medicine alongside colleagues they genuinely respect.

That is what we are building at WAVES.

We are establishing a new Small Animal Internal Medicine service within our multidisciplinary referral hospital, and we are looking for specialists who want to help shape it from the beginning.

Building something from the ground up with the right people is one of the most rewarding parts of a career. It gives you the opportunity to create not just a service, but a place where people enjoy coming to work and are proud of the medicine they practise.

A culture built on humility, trust and shared purpose

At WAVES, we believe great hospitals start with great people.

We work hard. We care deeply about our patients. We challenge each other's thinking because that is how good medicine becomes even better.

We are proud of our standards, but we also believe humility is a virtue. No one is expected to have all the answers, asking for another opinion or help is part of delivering the best care.

One thing you'll notice quickly is that people genuinely look out for each other. If a colleague needs a hand, people step in. If another department is under pressure, people help. That's just part of who we are. When cases are difficult, you will never be left to manage them alone.

What you will be part of

As one of our founding Internal Medicine specialists, you will help build the service from the ground up alongside colleagues who share the same commitment to excellent patient care. Together, you will shape clinical protocols, workflows, equipment priorities and the future direction of the service. We are not looking for people who simply fit into an existing model. We are looking for people who are thoughtful, collaborative and enjoy building something better through shared ideas and experience.

You will work alongside specialists and other veterinarians in Emergency and Critical Care, Surgery, Diagnostic Imaging, Dermatology, Dentistry and Anaesthesia, managing complex multidisciplinary referral cases together rather than in isolation.

You will also mentor interns, support referring veterinarians and contribute to a culture where knowledge is shared generously and everyone continues learning.

We are not interested in building departments that simply coexist. We want a hospital where collaboration happens naturally because people enjoy working together, challenge each other's thinking with respect, and know that the best outcomes for patients, clients and each other come from working together.

The support behind the medicine

Great specialists should not have to spend their day working around inefficient systems. Our role is to provide the people, equipment and support that allow you to focus on practising excellent medicine.

As an independent, veterinarian-owned hospital, clinical decisions are made by people who understand clinical practice. We invest in our hospital, our people and our services with a long-term view, always asking what will help us deliver better care.

You will be supported by experienced nursing teams, dedicated Emergency and Critical Care clinicians providing 24-hour inpatient care, and a leadership team committed to continually improving how the hospital works.

Our current facilities include:

Siemens 1.5T MAGNETOM Semptra MRI

Philips Incisive 128-slice CT

Flexible and rigid endoscopy

Fluoroscopy

Dedicated ultrasound suites and multiple portable POCUS units

Two digital radiography suites

Full in-house IDEXX laboratory

ROTEM Sigma

Dedicated feline radioactive iodine treatment facilities

Like every good hospital, we will continue investing as our clinicians identify opportunities to improve patient care.

A career that's built to last

Internal medicine is demanding. We believe careers are longer, healthier and more enjoyable when people have the time, resources and support to do their best work.

That is why we offer:

- Four-day working week with flexible part-time options.
- Protected time for client communication, case management and reporting.
- Minimal after-hours commitments, supported by our dedicated 24-hour ECC service.
- Experienced nurses who allow you to focus on specialist medicine.
- Generous continuing education support.
- Relocation assistance and sponsorship where required.
- Competitive salary or commission model with guaranteed minimum earnings.
- Professional registration and indemnity insurance.
- Future opportunities for equity participation for clinicians who want to help shape the long-term future of the hospital.

The person we're hoping to meet

You will be a board-certified specialist, or residency trained and eligible for specialist registration.

Just as importantly, you will enjoy being part of a team.

You are the kind of person who notices when a colleague could use a hand before heading home.

You share knowledge because you know everyone gets better when people learn from one another.

You are comfortable saying, "I don't know. What do you think?" because you understand that good decisions are often made together.

You care deeply about your patients, but you also care about the people you work alongside.

Over the years we have found that humility and excellence are not opposites but partners.

Those are the people who thrive at WAVES.

If this sounds like you...

We would simply like to have a conversation. Just an opportunity to meet and talk about the kind of hospital we're building, hear what's important to you, and see whether it feels like the right fit for both of us.

And if you're wondering about Perth...

There's a long-running joke that Western Australia is about 10 years behind the rest of Australia.

We like to think that's because we're in less of a hurry.

While everyone else seems to be racing from one thing to the next, Perth offers something different: the opportunity to build a rewarding specialist career without sacrificing the rest of your life. Less time commuting. More time outdoors. More evenings home for dinner.

It also helps that Perth is Australia's sunniest capital city, with around 3,200 hours of sunshine each year. That means you can finish a busy day at the hospital and still have daylight for a walk on the beach, a ride along the river, dinner outdoors with friends, or a weekend exploring world-class beaches, wineries and national parks—all within easy reach of the city.

Perth consistently ranks among the world's most liveable cities, combining a relaxed outdoor lifestyle with the amenities of a modern capital. It's a place where you can pursue an ambitious specialist career without feeling that your life exists only between shifts.

So if you're looking for somewhere to build not just the next step in your career, but the next chapter of your life, we'd love to tell you more about Perth.

Finally...

Yes, it's a long advertisement. We considered shortening it, but we suspect anyone who routinely works through a 100-page referral history won't mind a slightly longer job ad... especially if the opportunity is worth it.

Email Jayde for more information, or to apply.

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