

# ivc

Independent  
Vetcare



The Industry  
leading fully  
supported  
CPD Academy  
programme

We aim to be  
the number one  
choice for vet graduates  
across the UK



## Supporting graduates every step of the way

Ask a graduate what is the most important aspect of the first year in practice and you will almost always get the same answer, “support”.

How do we know this? Our Graduate Academy was created based on feedback and research we did with Graduates who had qualified.

Independent Vetcare is for vets, so we know what’s required to make a great graduate scheme. Many of us have experienced some pretty awful inductions ourselves over the years. We won’t let this happen to you because we know nobody benefits in the long term.

## Experienced Clinical Coaches

Our aim is to develop confident, motivated and passionate veterinary surgeons. We will coach you and help you flourish with a network of coaches and colleagues who you’ll regularly interact with both in practice and throughout our structured CPD programme. It’s a far cry from many of the veterinary inductions where graduates are thrown in at the deep and left to sink or swim.



“ I was hoping for good support from my colleagues as it can be quite scary going out on your own when you just start.

This I have found more than I even hoped for.

Femke van Biezen MRCVS

”

All of our graduates are rewarded with a Golden Hello and are appointed an individual Clinical Coach throughout their time in the academy







In practices that cover out of hours in-house, graduates only go on rotas once they and their clinical coach are happy for them to do so

## Investing in your future

At Independent Vetcare we understand how much time and effort you've put into your training. We'll nurture that dedication and ambition and offer you an industry leading career path in an environment that actively encourages clinical excellence.

In addition to an industry leading CPD programme we offer a £5000 'golden hello' (£2500 paid just after joining and £2500 paid after 12 months) on top of a competitive salary to help you build your career with the UK's fastest growing Veterinary Group. We believe it's touches like that which will make us the No.1 choice for vet graduates in the UK too.

"I've been involved in delivering some of the Graduate Academy CPD programme for several years now and the calibre of vets joining just keeps getting better and better.

As we provide training from our own clinicians we can offer the kind of CPD new graduates really want. This attracts better quality vets and allows us to help them become the quality clinicians we need.

Couple this with the support both in practice and via CPD events, and you can see why the graduates skills accelerate so quickly and why the demand for places on the IVC Graduate Academy has tripled in the last three years. If we provide the career structure we would have liked, it will bring us the team we wish for.

**Jamie McClement BVSc CertSAS, MRCVS RCVS**  
Advanced Practitioner in Small Animal Surgery  
Abington Park Referrals, Northampton





## Setting the gold standard in graduate programmes

Whilst we have opportunities in practices across the UK, we won't place any graduate with an Independent Vetcare practice unless they have achieved 'Academy Status' to ensure they will give you a structured supported programme utilising state-of-the-art training techniques that will develop you into an exceptional veterinary surgeon, with a firm understanding of all elements of being a vet in a modern day veterinary practice.

Our aim is to provide you with a career path that, if you so wished could take you all the way from your first post until retirement.

## Continued professional development

Our graduates have access to what we believe to be an industry leading CPD programme. You will spend a minimum of 12 days a year off-site training with your contemporaries to further develop your professional and surgical skill set.

This increases shared best practice and bonds our graduates helping to build national professional relationships which will be mutually beneficial for years to come.

For more information, to arrange an informal chat or to apply visit [www.independentvetcare.co.uk/graduate-academy](http://www.independentvetcare.co.uk/graduate-academy) or email [jobs@independentvetcare.co.uk](mailto:jobs@independentvetcare.co.uk)

Our aim is to train you to be the best in your field - to excel at what you do for the rest of your career

“For anyone who wants to continue learning and be part of an organisation that cares about their new graduates then this is for you.

Michaela Wegg MRCVS



“ I applied to the Independent Vetcare Graduate Academy because they took an interest in me as an individual. They listened carefully to what I was hoping for and were able to place me at the practice that I really wanted to work at.

Henny Dillon MRCVS



To find out more about joining  
email:- [academy@independentvetcare.co.uk](mailto:academy@independentvetcare.co.uk)

**Independent Vetcare**  
Station House East,  
Ashley Avenue  
Bath BA1 3DS  
+44 (0)1225 481 520



join our family...  
[www.independentvetcare.co.uk](http://www.independentvetcare.co.uk)



Class of 2017