

Shape your journey with the IVC Evidensia Graduate Academy programme



At IVC Evidensia we are committed to nurturing the next generation of veterinary talent. That's why, no matter where your passion in veterinary medicine lies, our Graduate Academy programme offers a comprehensive learning experience to support you in shaping your future.

The IVC Evidensia Graduate Academy programme is a comprehensive 2-year journey designed to equip you with the knowledge, skills, and dedicated support you need to excel. For graduate vets, this programme offers a fantastic opportunity to shape your career journey, allowing you to further your clinical expertise, expand essential practical skills and be part of an international network of talented veterinary professionals.

As of 2023, we've seen 1,676 graduates succeed with our Graduate Academy - ensuring the brightest future for our profession, and the best possible care for our patients.

You'll develop with the support of a dedicated mentor, build lifelong connections with our global community, and gain invaluable experience. There's no financial tie-in, an excellent starting salary which increases as you progress, and the opportunity to be part of a community of skilled veterinary professionals ready to share knowledge and continue to develop together.

Join our Graduate Academy programme, where excellence is cultivated, skills are honed, and lifelong connections are forged. Embark on your veterinary career journey with us, and let's shape your journey and the future of veterinary care together.

ivcevidensia.co.uk/graduate-academy

How does it work?

Comprehensive learning:
a structured, supportive introduction to your veterinary career, with dedicated mentorship and the opportunity to really progress and develop your skills. You step into your first graduate role in a practice or hospital with the support of a dedicated practice-based Vet GDP Advisor/Academy Clinical Coach.

Unlock your passions:
we provide a training programme designed to further your clinical knowledge base and tailored to your career interests, as well as practical skills like communication, leadership & business management.

All graduate vets in our programme can apply for research funding to help support their passions.

Build lifelong connections with our global community:
you'll have the chance to share your experiences with other graduates and develop your support network. Plus, our International Graduate Academy Congress or Graduate Congress offers you the chance to engage with your future colleagues.

Benefits and rewards:
you have access to the same benefits that come with joining our network at any stage of your career, including:

- 5 weeks of holiday (plus bank holidays and your birthday off)
- Access to our "Pawsome" benefits and reward scheme
- Professional memberships covered
- No financial tie-in from you
- And the support and opportunities you need to flourish in your veterinary career.

How do I apply?

Apply via our website and a member of our Talent Team will be in touch.

If you're eligible for the Graduate Academy programme, we'll send an email asking you to choose a time that suits you to meet virtually with a Talent Partner to take things to the next stage.

We'll answer any questions you may have, and help you find the right fit for you in terms of practice and location, and your career goals.



The IVC Evidensia Graduate Academy experience

Shape your journey to veterinary excellence

Our industry-leading Graduate Academy programme is structured to provide a balanced blend of clinical and lecture-based Continuing Professional Development (CPD) events. Over the course of two years, you'll have access to:

- Choose a programme stream that's tailored to **your career goals**
- Our **blended learning programme** including structured formal learning and practical experiences
- Dedicated **mentorship**
- **Peer-to-peer** support
- **Theoretical and practical** sessions
- **Personal development** discussions with mentors

Dedicated support

From day one, you'll be assigned a dedicated adviser who will guide you through your veterinary journey.

They will be there to address your queries, provide mentorship, and ensure you start your career on the right foot. Gain invaluable experience and support from a dedicated mentor.

You'll join a team of fellow graduates across the global IVC Evidensia network and engage in peer-to-peer learning.

Sharing experiences with your peers and colleagues will enhance your professional growth and you'll also have the opportunity to connect with veterinary professionals from across Europe at our International Graduate Academy Congress.

As part of the IVC Evidensia network, you'll have the option to be part of our active social groups, allowing you to connect with like-minded peers and participate in networking events.

Your development

We believe in fostering your passion for research. All graduates in our programme can apply for research funding, enabling you to explore your interests and contribute to the field of veterinary medicine.

We care about the well-being of our team members, both human and animal. You'll receive £1,250 through the IVC Evidensia Care Fund to support pets and owners in financial need.

Graduate Academy Congress

The annual IVC Evidensia Graduate Academy Congress in 2023 saw over 450 graduates from across eight countries, come to Birmingham to collaborate and celebrate. Topics covered by lectures included exploring how learning from mistakes is all part of the process of gaining experience as a vet professional, and that having a strong supportive team is crucial. To finish things off, there was a glittering graduate gala dinner for all important down time and socialising.

It feels great to be part of something larger and to connect with other grads, sharing experiences and insights... I really feel part of a team, both at my practice and within the wider IVC Evidensia network.

Luke McBlain
Current member of the
IVC Evidensia Graduate
Academy programme



The diverse mix of sessions coupled with the unique panel discussion format gave graduates an immersive experience with senior vets from across IVC Evidensia also sharing their career journeys of how they got to where they are now, to demonstrate the many paths open within the profession.

This annual event is about connecting with your peers, getting the chance to learn from experienced vets across our network and beyond, and celebrating your successes.

We Are IVC Evidensia

IVC Evidensia is a global leader in veterinary care; our network of practices, hospitals, and referral centres is focused on our collective goal of healthy animals and happy owners.

We offer world-class veterinary care, delivered locally. For our team members, we ensure clinical independence, a genuine commitment to your well-being, incredible support, and defined opportunities to develop. We believe everyone has a vital part to play in the work we do and should be supported on their career journey to develop their career in a way that suits them.

Be part of our global network of skilled veterinary professionals and discover our support for flexible working and our dedication to inclusivity, as we build the world's best veterinary group for our patients and our teams.

Living our values

We care, we dare, we share



Investing in technology
We know you need the right tools to do the best job you can



Sharing knowledge
Clinical boards and advisors sharing their wealth of knowledge and experience across our practices



Developing skills
Courses on leadership training, coaching and mentoring techniques, wellbeing first aid, are all available through our academy on top of clinical programmes



Great teams
An open and progressive culture helps teams thrive, because coming to work shouldn't just be work



Rewarding careers
We want you to be the best you can and will support you as far as you want to go on that journey



Clinical freedom
Be empowered by local decision making to do what works for you in your practice

Shape your journey: programme stream options

At IVC Evidensia, we understand that every graduate vet is unique, and we believe in tailoring your learning experience to match your interests and career aspirations. That's why we offer a range of specialised streams within our Graduate Academy programme, ensuring you receive the most relevant and targeted training in your chosen field. Whether your passion lies in small animal care, farm animal, equine, or a combination of these, we've got you covered.

Small animal stream



Developed by vets for vets, our small animal programme has evolved to provide key subject areas to help you become a truly skilled general practitioner. This programme combines highly interactive online content with face-to-face practical training sessions.

Subject areas include, but are not limited to:

- Endocrinology
- Diagnostic Imaging
- Practical Basic Surgery
- Practical Dentistry
- Preventative Healthcare
- Anaesthesia / Analgesia
- Nutrition
- Behaviour and Welfare
- Cardiothoracic Medicine
- Practical Further Surgery
- Dermatology
- Ophthalmology
- Practical ECC (Emergency and Critical Care)
- Evolve in Dentistry
- Recovery Training
- Canine Arthritis Management
- Professional Skills

Farm stream



Designed in collaboration with the Farm Board, this programme encourages peer support and networking among small groups of our farm-focused graduate vets and peers. Covering key areas to support your development in farm veterinary practice. Like the small animal stream, this programme blends highly interactive online content with face-to-face practical training sessions.

Subject areas include, but are not limited to:

- Practical Top Tips
- Youngstock
- Post-Mortems
- Alpacas & Sheep
- Practical Pregnancy Diagnosis
- Farm Emergencies & Beef Cattle
- Nutritional Management of Transition
- Foot Trimming, Lameness & Housing
- Mastitis
- Reproduction
- Professional Skills

Equine stream



Introduced in 2021, our equine stream is developed with input from equine practices across the UK, ensuring it covers crucial topics. This programme offers a combination of theory and practical learning. Benefit from the best educational practice, case discussion, practical and comprehensive learning.

Subject areas include, but are not limited to:

- Internal medicine 1
- Internal medicine 2
- Skin, wounds and eyes
- Dentistry and the head
- Lameness
- Severe lameness
- Radiography and ultrasound
- Drugs, anaesthesia and castration
- Reproduction - the mare
- Reproduction - the late pregnant mare and foal

Customised combinations



We offer even more individualised programmes for those joining IVC Evidensia. Graduates in mixed roles will receive a blend of complementary modules from the streams that match their career path. This includes the option to select from any of the following combinations as your chosen stream.

Customised combinations from the following streams:

- Small animal and farm
- Small animal and equine
- Farm and equine
- Small animal, farm, and equine



*Join us on this exciting journey,
and let's shape the future of
veterinary care together.*

Additional Information:

facebook.com/IVCEvidensiaUK

instagram.com/ivcevidensia.uk

linkedin.com/company/ivc-evidensia-careers



If you have any questions or want
to find out more contact our
dedicated Graduate Talent Team
GAtalent@ivcevidensia.com



ivcevidensia.co.uk/graduate-academy

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