IVC EVIDENSIA
GRADUATE ACADEMY

Graduate Academy

Overview

You, unlimited with the IVC Evidensia Graduate Academy programme

At IVC Evidensia, we're committed to opening up a world of opportunities and nurturing the next generation of veterinary talent. No matter where your passion lies, our Graduate Academy programme is here to help you answer your calling.

The IVC Evidensia Graduate Academy programme is an all-encompassing two-year journey that will give you the knowledge, skills, and dedicated support you need to excel. For graduate vets, it offers a wealth of opportunities to shape your career and broaden your horizons. You'll further your clinical expertise, gain hands-on practical skills, and be part of an international network of talented veterinary professionals who've always got your back.

With the help of a dedicated mentor, you'll build lifelong connections with our global community and gain invaluable experience along the way. There's no financial tie-in, an excellent starting salary that increases as you progress, and the chance to collaborate with colleagues eager to share knowledge and grow together.

Join our Graduate Academy programme, where excellence is cultivated, skills are honed, and individuals can make an impact that matters. Start your career with us, and together we'll shape your path and the future of veterinary care.

As of 2025 we've seen over 2,000 graduates succeed with our Graduate Academy – ensuring the brightest future for our profession and the best possible care for our patients.

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'll step into your first graduate role in a practice or hospital with the support of a dedicated practice-based Vet GDP Advisor.

Unlock your passions:

We provide a training programme designed to further your clinical knowledge base, which is tailored to your career interests. You'll also develop 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

You'll have the chance to share your experiences with other graduates and develop your support network. Plus, our Graduate Congress offers you the chance to engage with your future colleagues.

Benefits and rewards:

You'llhave access tothe same benefits that come with joining our network at any stage of your career, including:

- 6.6 weeks of annual leave including your birthday as a paid day 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 in terms of practice, location and your career goals.

The IVC Evidensia Graduate Academy experience

Your unlimited path 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 answer your queries, provide mentorship, and ensure you start your career on the right foot. This is your chance to gain invaluable experience and support from an expert in their field.

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

Sharing experiences with your peers and colleagues will enhance your professional growth.

As part of the IVC Evidensia network, you'll have the chance to join our vibrant social groups, meet like-minded people, and enjoy events that bring everyone together.

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

At the annual IVC Evidensia Graduate Academy Congress in 2025, over 370 graduates from across eight countries came to Birmingham to collaborate and celebrate. Lecture topics included an exploration of how learning from mistakes forms an important part of gaining experience as a veterinary professional, and the crucial role played by a strong, supportive team. Rounding things off, there was a glittering graduate gala dinner for some all-important downtime 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. Senior vets from across IVC Evidensia also shared their career journeys, demonstrating 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 limitless opportunities to grow. We believe everyone has a vital part to play in the work we do and should be supported on their 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

Investigating 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, and well-being and 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

You, unlimited: programme stream options

At IVC Evidensia, we understand that every graduate vet is unique. That's why we don't believe in putting limits on you or your learning. Instead, we tailor your experience to your interests and career aspirations. Our Graduate Academy offers a range of specialised streams, ensuring you get 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, where you'll learn through doing.

Subject areas include, but are not limited to:

- Practical Surgery
- Abdominal Surgery
- Ophthalmic Surgery
- Dentistry
- Cardiology
- Abdominal Ultrasound
- ECC Practical Training
- Respiratory Medicine
- Echocardiography
- Internal Medicine
- Orthopaedics
- Analgesia & Anaesthesia
- Neurology
- Exotics
- Dermatology

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. 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
- BARTA - Veterinary Responder

Equine stream

Introducedin 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, so you can benefit from best educational practice, case discussion, practical and comprehensive learning.

Subject areas include, but are not limited to:

- Internal medicine
- 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
- Castration & Surgery
- Clinical Pathology
- BARTA - Veterinary Responder

Customised combinations

Weoffer 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.

Subject areas include, but are not limited to:

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

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If you have any questions or want to find out more, please contact our dedicated Graduate Talent Team.

GAtalent@ivcevidensia.com

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