

Shelter Veterinarian

Veterinary Medicine San Diego, California

We Are Like No Other Shelter

San Diego Humane Society is looking for candidates who will support our goal to end animal suffering with our mission to Inspire Compassion. It is through our approach to reducing systematic reasons for animal homelessness that we are making the greatest impact in our community.

San Diego Humane Society thrives on a Culture of Care, offering competitive pay and benefits. We have a generous paid time-off plan, paid holidays, medical insurance, long-term disability insurance, life-insurance, a retirement savings plan with 5% match, flexible spending accounts, wellness program, and employee discounts. We are a private, nonprofit organization that is not affiliated with any other humane society or SPCA organization.

Description

SUMMARY: Responsible for the examination and medical treatment of animals under the care and custody of the San Diego Humane Society. Support the Society's "Getting to Zero" strategic initiatives, including Community Spay/Neuter programs.

ESSENTIAL DUTIES AND RESPONSIBILITIES: include the following but are not limited to:

- Support the society's "Getting to Zero" strategic initiatives and support our mission and core values.
- Assure the highest quality medical care of animals in accordance with SDHS policies and procedures.
- Responsible for medical examinations, medical care and monitoring of the health and welfare of animals in the care of SDHS, animals from contract agencies, and privately owned animals participating in our community programs
- Perform physical examinations and diagnostics to determine and evaluate health condition of animals at the time of admission, prior to adoption or presentation for surgery
- Provide routine and emergency medical care for a variety of sick and injured animals
- Spay and neuter surgeries are performed daily and additional soft tissue and orthopedic surgery as requested by management
- Collaborate with Medical Director/Hospital Director to coordinate medical care
- Provide direct, written or telephone health care instructions to appropriate staff members, guests and volunteers that SDHS is providing care for
- Perform necropsy exams as well as provide comprehensive documentation, recommendations or interpretations regarding findings when requested
- Prepare documentation and provide expertise to Humane Law Enforcement on-site, in field and in court

- Ensure accuracy and timeliness of medical charts and records for animals including protective custody animals, complete with medical summary, necropsy reports and any treatment data
- Participate in disease prevention programs at SDHS, or in other regions when requested by management
- Participate in campus rounds and provide communication with Medical Director/Hospital Director informing them of pertinent issues or challenges with the medical department and animal population processing
- Consult and advise medical staff and volunteers regarding medical policies and procedures
- Advise staff and volunteers in the proper care and medical treatment of animals within the society
- Participate in SDHS education programs by mentoring externs and interns
- Monitor animals including those that may be isolated or quarantined for signs of illness or unusual behavior
- Evaluate and make recommendations for, and perform humane euthanasia of suffering or unhealthy animals according to SDHS policies and protocols
- Communicate with veterinarians in the community regarding the medical care and on-going treatment of animals that are, or have been, under the care of SDHS
- Effectively communicate the medical condition and status of animals to the public and the SDHS Adoption Partners, Coalition Partners when requested by management
- Work at SDHS sponsored clinics, on-site or in the community, inside or outside of normal business hours, as directed by Medical Director/Hospital Director
- Supporting stray population and SDHS animals by participating in the on-call rotation
- Active participation in veterinary associations as required by the Medical Director/Hospital Director
- Create a climate in which staff is motivated and empowered to perform at peak levels
- Contribute to a work environment that fosters pride in being part of a cohesive team that promotes personal and departmental growth
- Communicate effectively and professionally with co-workers, management, volunteers and the public at all times
- Must work professionally at all times
- Meet or exceed continuing education requirements to maintain licensing
- There is potential of exposure to parasites and infectious diseases that can be carried and transmitted by animals
- Wear appropriate attire and nametag at all times

Exemplifies San Diego Humane Society's Core Values:

- Has the **Courage** to make tough decisions and take smart risks
- Demonstrates **Empathy** for your colleagues and our guests
- Remains **Engaged** and committed to our mission
- Is **Enthusiastic** and demonstrate excitement and interest in our efforts
- Seeks out ways to be **Impactful** in the animal welfare movement and your role

- Leads with **Integrity** and treat everyone with respect
- Strives to be **Resourceful** and see challenges as opportunities for improvement

Participates in creating a thriving Culture of Philanthropy at San Diego Humane Society by:

- Being knowledgeable and supportive of Society programs
- Sharing their passion for service to animals, people, and our community with our guests
- Serving as an inspiration to all guests by providing an exemplary level of animal care and guest service
- Being able to communicate a compelling case for support that demonstrates the impact of philanthropy on San Diego Humane Society

SUPERVISORY RESPONSIBILITIES: None

SALARY: This is an exempt position that starts at an annual salary of \$96,137. Salary will be commensurate with experience.

QUALIFICATIONS

EDUCATION, SKILL, EXPERIENCE: DVM/VMD degree from accredited university, and ability to obtain a veterinary license in state of CA. Completion of internship experience in the field of veterinary medicine. Experience with high volume surgeries and with herd health and/or large populations of animals very helpful. Additional relevant experience will raise hiring salary. Excellent oral and written communications skills are required. Knowledge of: principles and practice of current veterinary medicine, animal diseases and their prevention, control and eradication; know and implement current veterinary practices in compliance with the veterinary practice act and techniques relating to the treatment of injured animals. Must have ability to: provide surgical and medical services and care for a variety of well, sick and injured animals, including a high volume/high quality spay and neuters; analyze critical medical cases and take effective action; provide state-of-the art, high quality animal medical services in the most efficient manner, establish and maintain cooperative and effective relations with those contacted during the course of work; prepare written reports, letters and other documents using a personal computer; establish effective working relationships with management, employees, and the public; assess the customer's immediate needs and ensure customer's receipt of needed services through personal service or making appropriate referral; exercise appropriate judgment in answering questions and releasing information; and analyze and project consequences of decisions and/or recommendations. Required licenses, certifications and registrations must be maintained throughout employment. Valid CA Driver's License and good driving record required.

PHYSICAL DEMANDS: Individual will have extended periods of 4 to 6 hours of standing, stretching and bending. Must be able to stand, walk, sit, talk and hear, stoop, bend, squat, kneel, grasp grip, put fingers together firmly and reach above and below shoulder level and lift,

push or pull 50 pounds for situations of restraining or moving animals and lifting supplies, materials and equipment, repetitively use hands to operate computers and medical equipment; flex the neck upward and downward; twist the neck and the waist. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

WORK ENVIRONMENT: Standard office, animal care, public, and surgical environment, with exposure to hazardous chemicals, anesthetics, sharp objects, excessive noise, animal waste, and dead animals, and sewage and zoonotic diseases can occur; requires travel to all society campuses. Workweek will include weekends, holidays and special events as required. May be on call in the evening, weekends and holidays.