



Associate Veterinarian

Department: Veterinary Services

Reports to: Chief Veterinarian/Director of Veterinary Services

Number of Direct Reports: 0

Status: Full-time, exempt

Schedule: 40 hours, variable, 10 hours/4 days per week

Compensation: \$65,000-\$70,000/year

Mission and Values: Foothills Animal Shelter's mission is Providing support to our surrounding community through education, services that strengthen the human-pet bond, and humane care for the animals we serve.

All employees and volunteers are expected to embody the Shelter's Values which are to have honesty and integrity in all that we do, with the following values as our guide: Stewardship: Assume responsibility and ownership for our actions within our shelter and our community; Positive Culture: Create a safe, supportive environment for the health, wellbeing, and development of staff and volunteers; Openness: Nurture an innovative, inclusive, and creative environment that cultivates conversations and relationships that actively work towards the future; and Team Oriented: Build relationship, embrace teamwork, and foster collaboration in pursuit of our Mission.

Position Summary: Reporting directly to the Shelter's Chief Veterinarian, the Associate Veterinarian is responsible for implementing and maintaining the quality standards of animal care, quality diagnostics, treatment and surgical services to animals served by Foothills Animal Shelter in accordance with FAS policies, procedures and philosophy. Medical cases are both sheltered animals and community owned animals with the majority being canine and feline patients and a small percentage of exotics (small mammals and birds).

The ideal candidate will possess a passion for animal welfare, have at least two years of experience in shelter medicine, experience in high volume spay/neuter and general surgeries, and experience in forensics. Knowledge of herd health, animal disease, humane euthanasia and forensics procedures. The candidate should have a proven track record of leading and collaborating with veterinary practitioners and team members. The position requires keen attention to detail, ambition for team collaboration, strong problem-solving skills, excellent communication skills and the ability to balance multiple priorities. Applicants must possess a Doctoral degree (DVM, VMD) and be licensed to practice in the State of Colorado. This is a high-energy, fast paced environment and the schedule will include at least one weekend day.

- A strong desire to make a difference in the animal welfare industry.
- Ability to examine, evaluate and treat animals in a professional, safe, humane and efficient manner.

- Provide clinical leadership and case consultation to veterinary services team, veterinary doctors and paraprofessionals, students, externs and staff. Support and assist management of technicians, assistants, and interns.
- Strong medical case analytical skills. Maintain accurate medical records and documentation of animals in shelter database.
- Competent surgical skills: HQHV spay/neuter, general surgery, dentistry. Orthopedic surgical skills a plus.
- Competent care for critical and/or trauma cases. Forensics experience a plus.
- Collect, order, and interpret diagnostics and generate appropriate medical and surgical plans.
- Safe animal handling skills; experience handling and treating aggressive and/or feral animals.
- Ability to follow protocols/Standard Operating Procedures (SOP) and experience in developing and improving them.
- Calculate and administer anesthesia, medications, fluid therapy, and analgesia.
- Ability to follow medication and drug protocols as well as helping to develop and improve them.
- Readiness to participate in and lead rounds with chief and staff veterinarian(s) as well as technicians and shelter staff as needed.
- Work with city and county animal control officers for evaluation, documentation and testimony about the condition of animals involved in court cases. When necessary, assume responsibility for animal related court cases, including veterinary records and testimony.
- Perform or supervise the visual monitoring of impounded animals, including those that may be isolated or quarantined for signs of illness or unusual behavior.
- Advise/train staff on veterinary field topics relevant to Foothills Animal Shelter such as administering vaccinations, de-wormers, medications, etc. to shelter animals. Perform, direct, and certify staff to perform euthanasia of animals as necessary.
- Demonstrate knowledge of and experience with applicable professional/technical principles and practices, and federal and state rules and regulations. Knowledge and compliance of safety regulations and safe work practices.
- Lead and organize Foothills Animal Shelter's vaccine clinic program with shelter staff and volunteers.

Position Qualifications and Requirements:

- Doctor of Veterinary Medicine degree (DVM, VMD).
- Current Colorado veterinary license with clean practice record.
- Two years' experience in shelter medicine and/or high volume spay/neuter clinic.
- Demonstrated excellent surgical skills: HQHV S/N, general, dentistry.
- Strong interpersonal communication skills.
- Proficiency in Microsoft Office programs.
- Knowledge of Shelter Buddy®, a shelter animal care software preferred.
- Ability to work in a fast-paced, team environment.
- Ability to work independently with minimal supervision.
- Federal law requires all employees to provide verification of their eligibility to work in this country.

Work Conditions and Physical Requirements:

- Exposure to anesthesia gases, medications/drugs (controlled and non-controlled) and x-ray radiation. Females that are pregnant or become pregnant are at greater risk and are responsible to tell a supervisor immediately so special precautions and job modifications can and will be made.
- Bending, lifting and being on your feet most of the day. Exposure to pet dander, fumes, dust, odors, bodily fluids, chemicals and occasionally parasites or transmittable diseases.
- Ability to lift, move, restrain, guide, or manage animals weighing up to 150lbs.
- Restraint of animals of various sizes, weights, and temperaments.
- Must be able to manage the emotional aspects of euthanasia and the responses other individuals may have to euthanasia in a professional and compassionate manner.
- Subject to animal bites or scratches.
- Work performed in high noise level areas.
- Ability to lift, carry, push, or pull objects up to 50lbs. with reasonable accommodation.
- Current rabies vaccinations/acceptable titers preferred.

About: We are an open-admissions facility, which means we never turn away an animal. We care for more than 8,000 orphaned cats, kittens, dogs, puppies and critters every year with a compassionate team of 50 staff and 500 volunteers. We are a community resource and offer a variety of services including pet adoption, Jefferson County pet licensing, affordable spaying and neutering, vaccinations, microchipping and lost and found pets. The Shelter is established under an intergovernmental agreement between Jefferson County, the City of Arvada, the City of Lakewood, the City of Wheat Ridge, the City of Golden, the City of Westminster and the City of Edgewater.

Benefits: Foothills Animal Shelter offers a competitive total compensation package. Employees become eligible for medical, dental, vision, retirement plan (employee funded), life insurance, long term disability, and an array of supplemental benefits at 60 days of employment. Foothills covers 100% of the premiums for two of our three medical plans, dental, vision, life insurance (\$10,000) and long-term disability. Employees earn sick and vacation time each pay period, plus several recognized holidays. After one year of employment, employees are eligible for a 401K retirement plan that we will match up to 3%. Employees also have access to an array of discounted programs including pet food, cell phones, travel, pet insurance, clothing, entertainment tickets, etc.

To apply: Email a cover letter and resume detailing your qualifications and experience as it relates to this opportunity to ecummins@fas4pets.org by March 31, 2019. Interested applicants are strongly encouraged to apply immediately.