



Job Description

Veterinarian

DEPARTMENT: Veterinary Services

REPORTS TO: Director of Animal Behavior and Sheltering

DIRECT REPORTS: 0

STATUS: Full-time, exempt

SCHEDULE: 10-hours shifts, at least one weekend day is required

MISSION

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.

VALUES

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.
- **Team Oriented:** Build relationships, embrace teamwork, and foster collaboration in pursuit of our Mission.

POSITION SUMMARY

Foothills Animal Shelter's Veterinarians ensure the Shelter provides high-quality and professional veterinary and surgical care to the Shelter's animals and to a limited number of owned animals. The Veterinarian is responsible for daily surgical procedures including spay/neuter, dentistry, and general surgeries, as well as daily medical rounds. Foothill's Veterinarians stay abreast of best practices in shelter medicine and develop and implement protocols to ensure quality veterinary and surgical care. In addition, the Shelter's Veterinarians provide training and educational leadership to veterinary technicians and assistants.

RESPONSIBILITIES

Veterinary Services

- Maintains regular and reliable attendance in accordance with the Shelter's attendance and punctuality policy to ensure adequate coverage for essential daily operations including surgical procedures and medical rounds.
- Oversees the medical care of approximately 150-200 shelter animals daily.
- Performs sterilization surgeries, dentistry, and other surgical procedures.
- Oversees the treatment of shelter animals, conducts medical rounds, and maintains accurate medical records within the shelter database.
- Provides emergency care to injured animals brought to the Shelter.
- Serves as subject matter expert for animal cruelty cases within Jefferson County. Works with city and county animal protection officers to evaluate, document, and testify to the condition of animals involved in court cases.
- Leads the Shelter's weekly vaccine clinic with shelter staff and volunteers.
- Establishes and evaluates the disease control protocols for the shelter. Develops and improves standard operating procedures.

Staff Development

- Serves as a role model for the culture of the department and the organization. Maintains a positive and professional attitude with staff, volunteers, and patrons.
- Models Fear Free veterinary practices and trains staff in Fear Free techniques.
- Advises and trains staff on veterinary topics and procedures to ensure herd health including administering vaccinations, deworming, medications, and quarantine/isolation procedures.
- Trains and certifies shelter personnel in euthanasia skills and procedures.
- Provides direct instruction and skills training to veterinary staff, assesses skills, and makes recommendations for the promotion of veterinary personnel.
- Supports the veterinary technician apprenticeship program by training and certifying skills attained by the veterinary technician apprentice.

Interdepartmental Collaboration

- Maintains effective communication with staff to coordinate and direct the medical functions of the shelter.
- Collaborates with the Director of Animal Behavior and Sheltering to balance the emotional and physical wellbeing of the shelter animals, including the use of behavior medication therapies to aid behavior support efforts. Stays abreast of the scientific literature related to the use of pharmaceuticals in supporting animal behavior modification strategies and treatment of emotional disorders.
- Collaborates with the Better Together Program Manager to advance the Better Together program and community initiatives.
- Collaborates with the development team to identify animals and stories appropriate for fundraising initiatives.
- Collaborates with the shelter services team to support the needs of animals undergoing medical treatment and communicate appropriately with associated patrons.

- Collaborates with the behavior team to support the emotional needs of animals undergoing medical treatments and to appropriately communicate behavior observations and progress.
- Works collaboratively with source shelter partners to share resources and knowledge and promote industry best practices in animal transfer programs.

Safety

- Promotes and follows all safety guidelines to ensure a safe work environment.
- Takes immediate action to address any safety concern or noncompliance with OSHA safety rules that could put a staff member, volunteer, patron, animal, or the organization at risk.

Other Duties

This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

QUALIFICATIONS

Education and Experience

- Doctor of Veterinary Medicine (DVM/VMD) from an AVMA accredited school of veterinary medicine
- Veterinary license in good standing
- Must hold or be eligible to obtain a current DEA license and have a current veterinary malpractice insurance policy
- Shelter medicine experience preferred
- Fear Free Shelter certified or become Fear Free Shelter certified within 60 days of employment

Skills and Abilities

- High attention to detail and ability to complete work without supervision
- Strong interpersonal and written communication skills
- Ability to utilize effective problem solving/decision making skills
- Ability to work cooperatively within a team environment
- Ability to extend compassion and empathy to staff and volunteers under a variety of circumstances
- Ability to maintain confidentiality when dealing with proprietary information and sensitive situations
- Ability to communicate and collaborate with a variety of people and personality types
- Ability to maintain professional composure and emotional resilience when working with sick, injured, or at-risk animals
- Ability to provide constructive feedback in a thoughtful and positive manner
- Ability to facilitate difficult conversations, especially regarding euthanasia
- Ability to remain calm and effective in emergency situations
- Basic proficiency with computers; ability to learn and use cloud-based shelter management software for daily recordkeeping

Physical Requirements

- Ability to stand and walk for extended periods on hard surfaces with minimal sedentary work
- Ability to bend, twist, kneel, and squat frequently throughout the shift
- Ability to lift, carry, and move up to 50 pounds regularly throughout the shift
- Ability to handle dogs of all sizes on leash, including dogs weighing over 100 pounds
- Ability to work in confined spaces including animal kennels and housing areas
- Ability to work safely on wet and slippery floor surfaces throughout the shift

Working Conditions

- Ten-hour shifts with at least one weekend day required; schedule will include holidays
- Exposure to anesthesia gases, medications/drugs (controlled and non-controlled), and x-ray radiation
- Noise, odors, chemical fumes, and animal hair/dander are encountered due to equipment and animals
- Exposure to common allergens including animal dander, feathers, hay/straw, latex, peanut butter, dairy products, and other food items used for animal enrichment
- Exposure to zoonotic diseases and infectious agents through contact with animals and their bodily fluids (urine, feces, vomit, blood, saliva)
- Exposure to cleaning chemicals, disinfectants, and sanitizing agents used in animal care and facility maintenance
- Exposure to emotionally challenging situations including sick or injured animals; euthanasia procedures; and end-of-life decision-making
- Frequent hand washing and use of personal protective equipment (PPE) as required
- Subject to animal bites and scratches
- Work performed in areas with high levels of noise