



The VBSPCA is currently accepting applications for the full-time position of **Veterinary Medical Director**.

Applicants must be willing to work a flexible schedule including some Saturdays. Very limited on-call work. We are a low-income, fast-paced full service clinic and high volume spay/neuter clinic, which also serves the nearly 4,000 animals that pass through our shelter, including wildlife. There is plenty of opportunity to see unique and challenging cases in a supportive environment. Clinic includes digital radiology, internal lab services, ultrasound, and mobile spay/neuter unit. Salary is negotiable with licenses and CE training/travel included.

To apply, please send a cover letter and resume to the Clinic Director, Emily.Peck@VBSPCA.com

JOB SUMMARY

Under the direction of the President & CEO, the Medical Director is responsible for serving as the Veterinarian In Charge, providing a variety of animal healthcare duties in the clinic and shelter, as well as providing staff management for all licensed veterinary staff. Duties to include performance as clinician, surgeon, shelter veterinarian and wildlife veterinarian as scheduled. To oversee and manage the Associate Veterinarians and Licensed Veterinary Technicians in regards to procedures, performance and any issues directly related to the practice of veterinary medicine. To supervise the support staff in medical related procedures; intervene as needed. Shelter involvement to include the creation, implementation and evaluation of shelter policies relating to medicine. As a member of the Leadership Team, openly communicate concerns and suggestions to the President & CEO.

Performs in this position in accordance with the organization's expectations for animal care, teamwork, and interpersonal relations, and actively contributes to improving service delivery, communication and consistency. This position must be a practicing veterinarian licensed in the State of Virginia and his/her license will be used as the primary name on all clinic licenses, etc.

RESPONSIBILITIES:

- Serve as the Veterinarian In Charge on a legal documentation and Clinic accounts.
- To work as a Veterinarian in the above listed capacities.
- Observe and comply with all applicable Federal, State and County laws, regulations and ordinances, including OSHA requirements.
- Promote and maintain the humane care and treatment of animals at all times while assuring the safety and health of animals at the clinic and shelter.
- Attend staff meetings and trainings as needed, and advises and assists with training of staff, volunteers and clients regarding veterinary issues of potential concern.

- Responsible for the medical examination, surgeries and assists in the monitoring of the health and welfare of animals in the care of the clinic and shelter. Administers treatment, including oral and injectable medications, vaccines and microchips, etc. Prepares and administers pre-anesthetics, IV anesthetics and gas anesthetics.
- Keeps abreast of developments in the field of veterinary medicine, particularly aspects of special concern to shelters, including disease prevention and overpopulation control measures like early spay/neuter, and their implications for clinic operations and programs. Obtains information and training necessary to spay, neuter, and treat, as needed, all species of animals cared for in the clinic. Ensure that VBSPCA remains in compliance with GUIDELINES FOR STANDARDS OF CARE IN ANIMAL SHELTERS.
- Oversee the maintenance of a level of safety, cleanliness and sanitation necessary for the function of the clinic, prep room and recovery area; report equipment, structural or operational problems or deficiencies that may affect the care of animals or the operation of the clinic or medical areas.
- As directed, may act as liaison to the veterinary community on behalf of the VBSPCA. As directed, may represent the VBSPCA to the media, assist with public relations, fundraising and volunteer and education programs as needed.
- Assist with or perform euthanasia when required, according to clinic procedures. Serve as the instructor for the biannual euthanasia certification course*
 - *If certification is applicable, or obtained.
- Fully participate in clinic efforts to achieve established goals for productivity.
- To enter and complete notes on patients and to communicate these notes to the owner in a timely manner.
- Follow-up on patient test results daily.
- Check VBSPCA email daily and respond to any matters.
- To attend Continuing Education conferences, meetings and trainings as required annually.
- To create a Plan of Action for communicating with the Shelter Director on a regular basis regarding veterinary medicine related decisions and protocols in the Shelter.
- To conduct monthly veterinarian staff meetings and communicate relevant issues with the CEO as needed.
- Serve as Veterinary representative on the VBSPCA Asilomar Committee.
- Work in conjunction with the Clinic Director to recruit, interview and hire professional staff.
- Supervise professional staff, complete annual performance evaluations and acts as the direct authority regarding disciplinary procedures.
- Review & approve professional staff timesheets.
- Create medical protocols. Discuss protocols with the Clinic Director & the Shelter Director to ensure proper communication and execution with all staff.
- Perform other duties as assigned by the supervisor.

KNOWLEDGE AND SKILL REQUIREMENTS:

- Doctorate in Veterinary Medicine from an accredited university or school of veterinary medicine.
- Must possess and maintain all necessary licenses, permits, certificates, and credentials

required by the laws of the United States, the State of Virginia, and all other appropriate governmental agencies, including any certification and credentials required. Must possess and maintain independent insurance and provide proof to VBSPCA.

- Experience working with animal welfare organizations, community groups, volunteers and governmental agencies.
- Intermediate level computer.
- Ability to work cooperatively with people and to communicate clearly about VBSPCA's mission, the care and treatment of animals, and the safety of the public and other employees. Must be able to represent VBSPCA professionally at all times.
- Must be able to work flexible hours, including evenings and Saturdays, in a fast-paced setting.

PHYSICAL REQUIREMENTS/WORKING CONDITIONS:

- Ability to communicate effectively in English.
- Ability to restrain animals to lift and/or move up to 50 pounds.
- Ability to be around animals and wildlife.
- Ability to sit, talk, hear, stand, walk; use hands and fingers, handle or operate objects, reach with hands and arms; climb and balance; stoop, kneel, crouch, and crawl.
- Must be able to move throughout the building as needed throughout the day.
- May be exposed to cleaning chemicals and offensive odors.