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POSITION DESCRIPTION

Veterinarian

The Fredericksburg SPCA is looking to add a veterinarian on staff to expand our progressive shelter medicine team. We believe in providing our community with the resources needed for pet ownership, and that includes expanding our clinic to offer accessible and affordable veterinary care. Our team is made up of compassionate individuals who believe teamwork makes the dream work! Collaboration is key in this fast-paced, life-saving work environment. Not only will you get the opportunity to change the lives of homeless animals, but you get the chance to shape shelter medicine for the benefit of the community as a whole! Ready to save lives? Join our Team and become a SuperHero!

POSITION SUMMARY

The Fredericksburg SPCA has a position available for a Veterinarian. The Veterinarian provides high-quality medical care to shelter and public animals, including high volume spay/neuter, treatment of various medical conditions, and herd health maintenance. (S)he assists in developing, advancing, and implementing shelter medicine protocols and ensures humane medical treatment of all animals seen in the shelter and clinic.

DUTIES/RESPONSIBILITIES

- Coordinates, directs, and continually improves the medical operations and ensures high-quality medical care and services for shelter guests including those temporarily in foster care, focusing on identification, treatment and prevention of health problems thereby increasing adoptions and decreasing adoption returns
- Makes recommendations to and collaborates with the Executive Director and Deputy Director in the formulation of shelter medical objectives, practices, plans and decisions that influence operations to ensure optimal health of sheltered animals
- Performs the duties of a staff veterinarian, including but not limited to
 - Provides medical services to all shelter and public animals, including physical examinations, diagnostics, medical rounds, and treatments
 - Performs high-volume sterilization surgeries and other surgical procedures for shelter and public animals
 - Ensures appropriate medication is administered by veterinary staff as directed
 - Advises, performs or oversees euthanasia, as needed
 - Provides on-call services for shelter animal emergencies
 - Provides professional credibility to FredSPCA's endeavor to help all domestic pets
 - Maintains appropriate licensing and completes required continuing education courses.
 - Adheres to state regulations and organizational protocol regarding animal care, treatment, advocacy, and the mission of the FredSPCA

- Takes immediate action to address any safety concern or noncompliance of safety rules that could put an employee, volunteer, client, animal, or the organization at risk
- Actively participates as a member of the management team; attends applicable meetings
- Fulfills commitments to sponsors and donors, as needed, in a manner that will support FredSPCA needs. Supports events, fundraising, and mediaspots as needed
- Performs duties in a manner which encourages attainment of goals, contributions, and business for FredSPCA and its programs
- Performs daily observations and examinations of animals in the care of the Fredericksburg SPCA;
- Maintains effective communication with staff through daily contact, in scheduled meetings, informally or in writing, as needed to coordinate and direct medical functions of the shelter
- Provides leadership FredSPCA personnel for situations requiring immediate medical problem solving
- Identifies and helps to resolve ethics issues
- Treats people and animals with respect; contributes to effective teamwork; promotes intra- and inter-departmental cooperation; and fosters public relations beneficial to FredSPCA
- Assists in the training of staff on proper surgical procedures, animal evaluation and monitoring for pre-/intra-/post-surgical signs and symptoms;
- Assists in the training of staff on preparation of sterile surgery packs, animals and maintenance of sterile surgical fields;
- Assists in the inventory, control, security, record keeping and use of all drugs and supplies by staff in the Fredericksburg SPCA and ensures conformance with federal, state and local laws, rules and regulations to maintain the facility and personal Drug Enforcement Agency (DEA) licenses and permits;
- Informs/advises/trains staff on animal care topics, which may include, but is not limited to, animal restraint, diagnosis, therapy and treatment of impounded animals, emergency veterinary techniques, husbandry, nutrition, preventive care, first aid, and control/containment/preventive measures for communicable diseases in an animal shelter environment;
- Reviews and analyzes routine and special reports detailing the status and/or success of the program, prepares recommendations, and/or initiates corrective action
- Must embrace the mission of the Fredericksburg SPCA and adhere to the SPCA's policies and philosophies.
- Perform other related duties as requested.

KNOWLEDGE & SKILLS:

- Principles and practices of personnel management and public health administration;
- Applicable principles and practices of disease control and public health.
- Practice of veterinary medicine in an animal care environment;
- Coordinating and administering veterinary service contracts and supervising contractors/service providers;
- Communicating effectively, both orally and in writing.
- Strong interpersonal, writing and communication skills.
- Display a positive attitude, show concern for people and community, demonstrate presence, self-confidence, common sense and good listening ability.
- Ability to shift gears and comfortably handle risk, recover from set-backs and overcome obstacles.

- Proven organizational, time management, and planning skills required
- Maturity with ability to use good judgment and display a professional manner
- Ability to communicate skillfully and effectively with a culturally diverse staff, volunteers, and community in a professional, pleasant, and respectful manner at all times
- Good analytical skills and ability to identify and access department issues/opportunities. Enjoys problem solving within existing resources; does not rely on additional dollars to resolve problems
- Track record of fostering a positive work environment. Be viewed as a motivator and leader. Experience in molding and developing staff into a cohesive team while holding individuals and work units accountable for their results
- Self-starter, initiating activities within the framework developed with minimal supervision.
- Ability to maintain confidentiality at all times.
- Must be reliable and dependable.
- Patience and tact when working with difficult, emotional, or angry people.

QUALIFICATIONS:

- Graduation from an accredited school of veterinary medicine with a doctoral degree in Veterinary Medicine (DVM) or (VDM).
- Licensed (or the ability to obtain) to practice veterinary medicine in the State of Virginia
- Possess a (or the ability to obtain) DEA license
- Maintenance of malpractice insurance
- Principles, practices and techniques of the practice of professional veterinary medicine;
- Principles and practices of domestic animal care and control;
- Proven experience working with the public, developing and maintaining excellent relationships to support goals/mission.
- Strong computer skills, including a high degree of proficiency in Microsoft Word, Excel, Powerpoint, Google Drive and the ability to maintain accurate records, experience with PetPoint and ClinicHQ databases are a plus!
- Ability to:
 - Lift and/or move up to 50 pounds unassisted.
 - Frequently bend, squat, reach, and grip.
 - Work around pet dander, dust and other allergens without issue.
 - Actively maneuver inside and outside of the shelter.
 - Work around children and with the public.

This position description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job related duties required by their supervisor.

WORKING CONDITIONS

- Indoors in a high noise, climate-controlled facility, outdoors at a shelter, or on-location in the community or from home as a telecommuter.
- Use of laser printer, copy machine, fax machine, telephone.
- Regular exposure to animals, cleaning chemicals, fumes, dust, animal feces, bites, scratches

DRESS CODE

Medical scrubs

COMPENSATION & BENEFITS

- Salary commensurate with experience.
- This can either be a full-time, salaried exempt position in which the employee will work 40 hours per week or a part-time, non-exempt position. Employee may be required to work additional hours for after hours and or weekend events and emergencies.
- If the employee chooses the full-time, salaried exempt position the employee will become eligible for the full time benefits package (Paid Time Off, Paid Holidays, Health Insurance, Dental and Vision Insurance) the first of the month following a 60-day probationary period per the Fredericksburg SPCA Handbook.

TERMS OF EMPLOYMENT

In accepting an offer of employment with the Fredericksburg SPCA, you certify your understanding that your employment will be on an at-will basis, and that neither you nor any Fredericksburg Regional SPCA (henceforth SPCA) representative have entered into a contract regarding the terms or duration of your employment. In the event you want to terminate your employment with the Fredericksburg SPCA a 90 day notice is required. At the termination of employment, any relevant SPCA documents, software, data, or information must be turned over to the SPCA. Upon termination of employment you agree to make no disparaging or negative comments about the Fredericksburg Regional SPCA or its employees and officers and comply with the Fredericksburg SPCA's non-disclosure agreement as outlined in the employee handbook.

HOW TO APPLY

Apply now by emailing your resume and cover letter to clinicemployment@fredspca.org and include a minimum of three professional references.