



The Fredericksburg SPCA is on the cutting edge of an inspiring national movement to keep pets and their families together and is looking for a Veterinarian to join our Shelter Medicine Team. Are you interested in becoming part of our LIFE-SAVING efforts? We are a non-profit clinic providing high-quality, low-cost medicine to members of our community including our rescue partners and People Empowered Through Support Clients. Our team is made up of compassionate individuals who believe teamwork makes dream work! Collaboration is the key in this fast-paced, fun work environment. Not only will you get 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! So are you ready to save lives? Join our Team and become a super hero!

POSITION SUMMARY

The Veterinarian is a full-time, exempt, salary, position and reports directly to the Executive Director. The Veterinarian provides high-quality medical care to shelter, public, and rescue animals, including high volume spay/neuter, treatment of various medical conditions, and herd health maintenance. They assist in making recommendations on shelter medicine protocols and ensures humane medical treatment of all animals seen in the clinic.

DUTIES/RESPONSIBILITIES

- Coordinates, directs, and continually improves the medical operations in the Fredericksburg SPCA Community Medical Clinic and ensures high-quality medical care for animals in the care of the Fredericksburg SPCA, publicly owned animals, and rescue animals (in that order of priority) focusing on identification, treatment, and prevention of health problems.
- Makes recommendations to and collaborates with the Executive and Deputy Directors in the formulation of shelter medical objectives, practices, plans and decisions that influence operations to ensure optimal health of shelter and foster animals.
- Performs the duties of a staff veterinarian, including but not limited to:
 - Providing supervision for all aspects of practice related to the maintenance and usage of controlled substances by the Animal Care staff permitted by the Controlled Substance Registration.
 - Provides medical services to shelter, public, and rescue animals including physical examinations, diagnostics, and treatments.
 - Performs sterilization surgeries and other surgical procedures for shelter, public, and rescue animals.
 - Advises, performs or oversees euthanasia, as needed.
 - Provides on-call services as needed for shelter animal emergencies.
 - Provides professional credibility to the FredSPCA's endeavor to help all domestic pets.
 - The ability to be the Veterinarian in Charge of the Fredericksburg SPCA Medical Clinic and ability to obtain and maintain Veterinarian Establishment license as required by the Virginia Board of Veterinary Medicine if needed and advised by Executive Leadership.
 - Maintains other required licenses and completes required continuing education.
 - 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.
- Analyzes trends in the Fredericksburg SPCA Community Medical Center, provides feedback, and works in collaboration with the Executive Director and Deputy Director on how to reduce costs, provide high-quality, low cost veterinary medicine to the community.
- 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 media spots as needed.
- Performs duties in a manner which encourages attainment of goals, contributions, and business for FredSPCA and its programs.



- Must assist in meeting the annual revenue goal of at least \$250,000 per year in the clinic.
- 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.
- 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.
- Provides leadership and assists in the training of staff on proper surgical procedures, animal evaluation and monitoring for pre-/intra-/post-surgical signs and symptoms, 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 clinic staff in the Fredericksburg SPCA and ensures conformance with federal, state and local laws, rules and regulations to maintain the Veterinary Establishment License 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.
- Reports to Executive Director.
- Perform other related duties as requested.

KNOWLEDGE & SKILLS:

- Must be innovative, be able to adapt traditional medical protocols to meet the special demands encountered in shelters such as little-to-unknown health histories of the animals, neglect and/or abandonment factors, potential exposure to infectious disease, and make fiscally responsible decisions for care.
- Must have a thorough understanding of epidemiology, preventive medicine, infectious disease control, policy development, facility design, public health, and animal behavior.
- Practice of veterinary medicine in an animal care environment.
- Strong interpersonal, writing and communication skills with the ability to communicate skillfully and effectively with a culturally diverse staff, volunteers, and community.
- 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.
- 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 is negotiable. Employee's schedule is negotiable.
- This position is a full-time, salaried, exempt position in which the employee will work up to 40 hours per week. Employee may be required to work additional hours for after hours and or weekend events and emergencies on an as needed basis.
- The employee will become eligible for the full time salaried 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.