



Position Title: Animal Protection League Shelter Veterinarian
Classification: Regular, Full-time, Exempt
Date: January 2019
Salary: Annual Salary \$115,000, plus Signing Bonus

Summary:

The Animal Protection League Veterinarian helps design and implements best practices in humane population management and high-quality veterinary medical and surgical care for the animals at the Stockton Animal Shelter. This position reports to the Animal Protection League Veterinary Manager and works collaboratively with the Animal Protection League management and staff.

Essential Duties and Functions:

Veterinary Medical Care

- In collaboration with Animal Protection League Veterinary Manager, design and implement medical and general care protocols for the health and well-being of shelter and foster animals housed at Stockton Animal Shelter.
- Tend to all health and related aspects of care for shelter animals at the Stockton Animal Shelter, including but not limited to, vaccinations, administration of medication, testing, medical evaluations, humane health care, euthanasia and disease prevention in the shelter.
- Perform surgical procedures on shelter animals, as needed (for example, spay/neuter, hernia repair, tumor removals and ocular procedures).
- Lead daily medical rounds and organize treatment plans for shelter animals.
- Work with RVTs to develop a comprehensive spay/neuter plan in conjunction with current surgery schedule.
- Offer consistent leadership and coaching for the medical care team and animal shelter staff, and sustain a strong commitment to teamwork, high professional standards and continuing development among all shelter employees.
- Comply with all laws pertaining to controlled drugs.
- Enhance professional knowledge and skills.
- Participate in daily medical rounds during shelter medicine shifts.
- Maintain surgical and medical records.
- Work cooperatively with across departments and with SAS shelter partners.
- Perform other duties as assigned and assist with special projects as needed.

This job description reflects the assignment of essential functions; it does not prescribe or restrict the tasks that may be assigned.

Accurate Reporting & Documentation

- Ensure medical record keeping is up to date and completed accurately and appropriately.
- Maintain Chameleon database to ensure accurate recording of medical records on computerized patient charts (including, for example, treatments, examinations, test results, surgeries and outcomes) and other records as may be required by local and state laws.
- Provide lead direction to staff in regards to medical treatment plans and medical records and ensure that medical summaries are properly prepared for animals requiring additional documentation.
- Ensure compliance with applicable laws, including those pertaining to controlled drugs.

Strengthen Community Partnerships

- Maintain good working relationships with, and act as a primary liaison among, Stockton Animal Services and the Animal Protection League.
- Work cooperatively with the local veterinary technician school, Carrington College, to help with outreach clinics and to develop veterinary technician training programs at Stockton Animal Services.
- Strengthen community partnerships among key stakeholders in the Stockton Community, as possible, including for example, veterinarians, technicians, volunteers, the public, donors, low-cost spay/neuter clinic(s) and partner rescue organizations.

Administrative Duties

- Act as a liaison between departments.
- Collaborate with administrative staff to ensure proper collection of data.

Staff Development

- Participate in Animal Protection League staff development through teaching, mentoring and training.
- Keeps staff informed on latest relevant medical techniques and information and encourages stimulating interchange of medical knowledge.

Client and Community Services

- Investigate and respond to medical concerns and complaints internally and externally, and report results.
- As requested by Supervisor provide internal and external community veterinary education.

Communication

- Ensure decisions, policies and procedures are effectively communicated.
- Facilitate good working relationships through teamwork and collaboration.
- Maintain effective communication with staff through daily contact in scheduled meetings, daily medical rounds, informally or in writing as needed to coordinate and direct medical functions of the Shelter Medicine and Spay Neuter Clinic.

Safety

- Ensure a safe work environment by following all safety guidelines and modeling safe work practices.
- Take immediate action to address any safety concerns that could put a staff member, volunteer, customer, animal, or the organization at risk.
- Maintain a clean, healthy, and sanitary work area; follow all pest and rodent control protocols.

Volunteers

- Work cooperatively with all volunteers and recognize the talent and commitment they bring to the Animal Protection League and the Stockton Animal Shelter.

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Diversity and Inclusiveness

- Work effectively with individuals and colleagues from diverse communities and cultures.

Reporting Relationships and Contacts:

- Reports to Animal Protection League Veterinary Manager.

Physical Requirements and Work Environment:

- Regularly stands, bends, stoops and crouches while seeing patients.
- Regularly performs spay and neuter surgeries.
- Frequently lifts, carries animals weighing up to 50 pounds.
- Frequently exposed to animals under stress.
- Regularly sits at computer stations and operates electronic equipment.
- Consistently exposed to animals in the workplace and animal allergens under conditions with limited alternatives available.

Education and Experience:

- Graduated from an accredited veterinary medical college – DVM or equivalent.
- Licensed to practice in the State of California.
- Experience in high volume spay/neuter clinic and/or post graduate surgical training.
- Experience with Shelter Medicine and herd health preferred.

Knowledge, Skills and Abilities:

- Commitment to the mission, values, goals, and success of the Animal Protection League.
- Demonstrated aptitude in clinical medicine and surgery.
- Experience in animal welfare and shelter operations a plus.
- Demonstrated success in managing a diverse team of professionals, skilled in managing varied relationships and successful at facilitating collaboration and cooperation.
- Outstanding written and verbal communication skills.
- Knowledge of principles and practices of staff management and the appropriate methods and means of dealing with human behavior situations in a variety of business circumstances.
- Ability to communicate effectively, verbally and in writing in a diverse range of audiences and settings.
- Excellent communication skills including ability to mediate conflicts and give/receive feedback □ Working the hours necessary to accomplish targeted responsibilities.
- Delegating responsibility, achieving and measuring results with team members.
- Practices excellent quality medicine and upholds the veterinary code of ethics.

Benefits:

The position is eligible for full benefits package including: paid time off, medical, dental & vision insurance.

The APL requires pre-employment drug testing and background check. The APL is an at-will employer.

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