



**Position Title: Animal Protection League
Veterinary Manager**

Classification: Regular, Full-time,
Exempt

Date: November 6, 2018

Salary: \$135,000 annual salary plus signing bonus

Summary:

The Animal Protection League seeks a licensed veterinarian to provide high-quality veterinary medical and surgical care for the shelter animals at the Stockton Animal Shelter. The Managing Veterinarian oversees the training and development of the Stockton Animal Shelter medical team, including other veterinarian and medical support staff members. This position reports to the Executive Director of the Animal Protection League and works collaboratively with the Stockton Animal Shelter management and staff.

Essential Duties and Functions:

Leadership

- Coordinate with SAS management to implement proven strategies to meet the Five Freedoms of Animal Welfare and improve positive outcomes for animals at SAS.
- Maintain a culture of kindness, compassion, direct communication, inclusiveness/teamwork and innovation.
- Offer consistent leadership and coaching for the medical team and sustain a strong commitment to teamwork, high professional standards and continuing development among all shelter employees.
- 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 and mentor through daily medical rounds and organize treatment plans for shelter animals.
- Identify, develop and implement protocols that ensure adherence to sound veterinary medical practices.
- Work with colleagues, both the APL and SAS, to improve training, programs and care at SAS.
- Keep staff informed on latest relevant medical techniques and information and encourage stimulating interchange of medical knowledge.
- Provide regular communication to keep staff informed about SAS and APL.
- Set expectations clearly and hold staff accountable for performance.

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

- Continually strive to enhance professional knowledge and skills.

Staff Development

- Participate in shelter staff development through teaching, mentoring and training.

Accurate Reporting & Documentation

- Maintain accurate and complete medical records, including those recorded in the shelter's Chameleon database (including, for example, treatments, examinations, test results, surgeries and outcomes) and other records as may be required by local and state laws.
- 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 Shelter and the Animal Protection League.
- 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 the Animal Protection League and the Stockton Animal Shelter.
- Collaborate with administrative staff to ensure proper collection of data pertaining to shelter animals.
- Will serve as the DEA Certificate of Registration and as the managing licensee of the Stockton Animal Shelter.

Client and Community Services

- Investigate and respond to medical concerns and complaints (internally and externally) and report results.
- As may requested, 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 meetings and medical rounds.

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.

Volunteers

- Work cooperatively with all volunteers and recognize the talent and commitment they bring to the Animal Protection League and the Stockton Animal Shelter.
- This document is for informational purposes only and does not prescribe or restrict the tasks that may be assigned.*

Reporting Relationships and Contacts:

- Reports to the Executive Director of Animal Protection League and works collaboratively with the Stockton Animal Shelter management.

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
- Tetanus and rabies (pre-exposure) inoculations are required or must be waived

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 preferred
- Experience with Shelter Medicine and herd health preferred

Knowledge, Skills and Abilities:

- Commitment to the mission, values and goals of the Animal Protection League and the Stockton Animal Shelter.
- Demonstrated aptitude in clinical medicine and surgery
- Experience in animal welfare and shelter operations a plus
- Experience in emergency medicine 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

Salary and Benefits:

The starting salary for this position depends on the length and breadth of experience. Eligible for full benefits package including: vacation and holiday pay, paid sick time, medical, dental & vision insurance. Continuing Education funding available.

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

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