

## Supervising Veterinarian (Loveland, CO Location)

<b>Job Title:</b>	Supervising Veterinarian
<b>Department:</b>	Veterinary Services – 09
<b>Job Classification:</b>	Full time, exempt
<b>Job Relationships:</b>	<p>Reports to the Chief Veterinarian and/or Director of Operations</p> <p>Supervises Veterinarians, Clinic Technicians and Assistants, Foster and Transfer Coordinators, and applicable students and department volunteers</p> <p>Interacts closely and collaborates with the Associate Director of Operations, Shelter Manager and Director of Animal Protection and Control</p>

The Supervising Veterinarian is responsible for the daily operations of the Organization's Veterinary Services and Foster/Transfer Teams. The Supervising Veterinarian manages the health of the Shelter population and the surgical program, and disease control protocols. The position serves as a key member of the Shelter staff. The schedule for the position is generally 5 days a week and includes a weekend day, evenings and on-call requirements. Emergency hours may be implemented during emergency situations.

### Essential Duties/Responsibilities:

#### **Shelter Medicine, Surgeries**

- Responsible for physical examinations, care, and monitoring of animals in the care of the Organization in compliance with basic standards of care, shelter protocols and government regulations.
- Performs spay/neuter surgeries, dental surgeries and other surgeries as required, on Shelter and publicly owned animals. Manages other veterinarians, assistants, techs, etc. in this effort.
- Researches treatment options for injured/ill Shelter animals and makes treatment or euthanasia recommendations.
- Completes, maintains and oversees accurate and complete daily medical treatment records (paper and electronic).
- Interprets diagnostics (in-house and external), as required.
- Leads scheduled medical rounds.
- Develops and manages preventative medicine protocols.
- Manages other veterinarians, clinic technicians and assistants, foster and transfer coordinators and volunteers to ensure compliance with medical protocols and treatments, disease control standards, safety and personnel policies and procedures.
- Works collaboratively with Shelter Manager and others on census management and animal routing issues including making euthanasia decisions. This decision making process will include approving the euthanasia list as needed.
- Participates in rounds and assists Shelter management personnel with veterinary medical cases in Shelter and at other necessary locations.
- Acts as liaison with other veterinarians/veterinary clinics regarding the treatment of injured/ill stray animals, Shelter animals or animals adopted from the Organization.

#### **Department Management**

- Manages Veterinary Services and Foster/Transfer budget and provides financial analysis; responsible for ensuring accuracy of invoices and statements from contract veterinarians.
- Supervises veterinary and foster/transfer department staff and volunteers; rewards and disciplines staff as appropriate; evaluates staff; recruits and hires new staff as necessary; pursues educational opportunities for staff.
- Manages and participates in student educational collaborations with partners.
- Assists in management of contracts and related studies and research as necessary.
- Actively participates as a member of management team; attends applicable meetings.
- Responsible for coverage of the on-call services of the department. Provides coverage for and/or makes arrangements for coverage for vacation, sick relief, on-call, etc.
- Understands, follows, and insures staff follows all safety guidelines to ensure a safe work environment.
- Ensures adequate inventory and monitoring of supplies, medications and all drugs, including DEA-regulated substances (Vet Services department only). Purchases made under the Supervising Veterinarian's DEA license.
- Assists with euthanasia training and certification in conjunction with Shelter Manager and/or Associate Director of Operations.

- Conducts/assists with staff and/or volunteer training related to veterinary care, disease control/animal health issues and more as required.
- Advises clients on health issues related to impounded and adopted animals.
- Participates in local, regional and national associations such as, Larimer County Veterinary Medical Association, Colorado Veterinary Medical Association and the Association of Shelter Veterinarians.
- Creates standard operating procedures and protocols for veterinary treatment and disease control.
- Models behavior and professional standards, policy and procedure adherence, and communication expectations.
- Consistently meets attendance and punctuality expectations.
- Drives on behalf of the Organization on occasion.
- Serves as back-up for and assists other Shelter locations as needed.

#### **Other**

- Participates in meetings and on committees as assigned.
- Other duties as assigned.
- Serves as a Lead Veterinarian for the Organization's Disaster Response program.

#### **Job Qualifications:**

**Education/Experience:** Must be currently licensed in the State of Colorado to practice veterinary medicine (or obtain license soon after hiring) and maintain certification. Minimum one-year experience as an animal shelter veterinarian with substantial responsibilities for population level issues required. High quality/high volume surgical sterilization experience required. Must be qualified and eligible to obtain and retain DEA license. Must provide proof of, and maintain, Professional Liability Insurance. Proven experience in the field of veterinary medicine. Minimum of more than one-year staff supervisory experience required. Must be at least 21 years of age (required for insurance purposes). Staff supervisory experience. Available to work a flexible schedule including evenings, weekends and holidays as required. Experience performing dental surgeries preferred. Veterinary experience with exotics and barnyard animals a plus. Committed to the mission of the Organization and the success of the Shelter's medicine program, and must embrace the open admission sheltering philosophy. Bilingual English/Spanish reading, writing, understanding and speaking a plus and includes a wage premium.

**Knowledge, Skills and Abilities:** Knowledge of shelter medicine, including population and individual animal health management, disease prevention and control, and epidemiology, strongly desired. Proven decision making and diagnostic skills and interest in pursuing treatment options with limited resources. Able to work under pressure and multi-task as appropriate. Strong customer service, oral/written communication skills and interest in networking with other professionals. Must be able to work with and educate veterinarians, veterinary technicians and others. Able to interact with staff, volunteers and clients in a professional manner. Able to train and direct the work of others effectively. Able to manage and evaluate employee performance. Organized and skilled in accurately completing records. Emotional intelligence, work ethics and integrity skills required. Solid computer skills required. Ability and desire to implement efficiencies on an on-going basis. Available for telephone consultation on emergency cases.

**Other:** Valid Colorado Driver's License and insurable driving record and have and maintain personal driving insurance meeting Colorado standards. Willing to be rabies vaccinated and have intermittent titer testing.

#### **Working Conditions:**

Work is performed in an animal shelter with shared office space. Potential for exposure to zoonotic diseases, dangerous and fractious animals, handling animals of varying types and temperaments, high noise levels, hazardous chemicals, anesthetic gases, ionizing radiation (x-rays), and sharp objects. Field conditions may be encountered. Potential for bites and scratches while handling animals. Occasional lifting of up to 50 pounds without assistance and more with assistance; potential for standing on feet for 8 to 10 hours a day; animal handling and restraint in a veterinary setting; driving a motor vehicle; kneeling; squatting; walking dogs on leash; performing physical examinations on animals; handling syringes and needles; potential exposure to hay and dust; potential exposure to deceased animals; audibly listening and verbally communicating. Available to work a flexible schedule and cover department on-call services, and telephone consultation on an emergency basis, as required. Temporary assignments at other Shelter locations may be required.

***NOTE: This job description is not intended to be an exhaustive list of all duties, responsibilities or qualifications associated with the job. NOCO Humane conducts background checks, DMV checks and requires drug testing of all employment candidates.***

**We are an Equal Opportunity Employer. Benefits for full-time employees include options for medical and life, dental, vision and supplemental accident insurance; STD/LTD insurance; a matching 403b plan; paid time off (PTO) accrual; 9 paid holidays and more. Benefits for part-time employees include paid time off (PTO); a matching 403b plan and more.**