



Director of Veterinary Services

MCPAWS Regional Animal Shelter is the only nonprofit animal welfare organization serving the West Central Mountain Region of Idaho. Located in the beautiful mountain town of McCall, Idaho, MCPAWS provides shelter, medical care, adoption and return to owner services, and much more to nearly 1,000 animals each year. We also own and operate a full service veterinary hospital which fulfills all veterinary needs for shelter animals as well as an established, public clientele.

Schedule: Full time, salary, exempt

Reports to: Executive Director

Salary: \$90,000 - \$100,000

Benefits: Paid time off, health benefits (medical, life, accident, dental, vision), continuing education allowances, required dues and licenses paid, eligibility for Public Service Loan Forgiveness program

Position Summary:

This position is an exciting and innovative hybrid of a small animal, private practice Veterinarian and a Shelter Veterinarian. Ideal candidates will be experienced in veterinary medicine and able to lead and support all veterinary services. Daily duties include the daily care of hospitalized patients, wide variety of surgical procedures including trauma cases, gastrointestinal surgery, orthopedics, dentistry, and high volume spay/neuter. Scheduled wellness and diagnostic appointments as well as urgent and emergency appointments are routine.

The position is also responsible for working in collaboration with shelter and veterinary support staff in all duties necessary to maintain the health and welfare of the shelter population. This includes the examination and treatment of shelter animals as well as care necessary to make animals ready for adoption (spay/neuter). Ability and willingness to complete work associated with the shelters Community Spay/Neuter Program is also required.

As Lead Veterinarian/Shelter Medicine Director, this position acts as a lead and mentor to Associate Veterinarian and veterinary support staff.

Qualifications:

- A genuine compassion for all animals, regardless of their condition, history, or breed.
- Doctor of Veterinary Medicine degree from an accredited veterinary college
- Currently licensed in Idaho to practice veterinary medicine or ability to obtain license upon hire
- Qualified and eligible to obtain Idaho state pharmacy license and DEA license
- Excellent surgical and diagnostic skills with minimum five years experience with canine and feline medicine

- Strong spay/neuter (including pediatrics) experience and capable of 15+ surgeries per day; can handle in-heat animals, pregnancies, and cryptorchids
- Excellent written and verbal communication skills including, but not limited to, communicating with the pet owners, staff, volunteers, and the general public
- Oversee record keeping of controlled drugs and supplies
- Excellent customer service and compassionate communication skills
- Willingness and enthusiasm to support shelter operations and shelter medicine program
- Participate in required meetings, trainings, special events, and fundraising functions
- Professionally represent MCPAWS at all times

Duties and Responsibilities

- Direct treatments/procedures for shelter animals as well as patients seen at veterinary hospital during regular and emergency appointments
- Complete surgical procedures/treatments/vaccinations requiring certified veterinarian care as necessary for shelter and client owned animals
- Ability to create and implement protocols regarding the care and treatment of shelter animals including infectious disease treatment, prevention, and control.
- Work collaboratively with shelter staff to ensure that shelter animals are healthy, happy, and made available for adoption as soon as possible
- Provide oversight for humane euthanasia based upon established protocols; certify shelter staff on euthanasia as determined by shelter leadership; provide owner requested euthanasia with compassion and according to established protocols
- Maintain and update animal records using PetPoint and/or AVImark; evaluate pertinent data for monthly/annual data and trend reports for all veterinary medicine programs
- Obtain working knowledge of existing shelter veterinary policies, procedures, and protocols. Be familiar with general shelter policies, events, and happenings
- Support and mentor Associate Veterinarian and veterinary support staff
- Maintain written and digital client records (AVImark) as necessary; evaluate pertinent data for monthly/annual data and trend reports for veterinary hospital operations

Schedule:

This is a full time position (40 hours per week). Flexibility around scheduling and established work weeks is possible to promote positive work/home life balance.

Working Conditions/Physical Requirements

- Indoors and outdoors, including shelter and veterinary hospital environments
- Some evening and weekend hours will be required
- Includes vehicle travel back and forth to venues
- Animal handling required; while all adoptable animals have health and behavior screening, by nature of the industry, there may be occasional exposure to dead, injured, sick, unruly, vicious, and/or dangerous animals in addition to possible exposure to parasites and infectious diseases
- Work day includes walking, standing, sitting, bending, squatting, lifting (occasionally up to 50 lbs), answering telephones, and using a computer

Note: The statements herein are intended to describe the general nature and levels of work performed by this position, but are not a complete list of responsibilities, duties, and skills required. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. Either employer or employee may terminate the employment relationship at any time with or without notice and with or without cause. MCPAWS is an equal opportunity employer.