



- Position:** Staff Veterinarian (Shelter/Community/Private Practice)
Location: MCPAWS Veterinary Hospital
Schedule: Full time, salary, exempt
Reports to: Executive Director
Salary: \$80,000-\$100,000/year -OR- production based compensation model
Benefits: Paid Time Off; health benefits, CE allowances and required dues and licenses paid, eligibility for Public Service Loan Forgiveness; \$10,000 Signing Bonus

Position Summary and Purpose:

At MCPAWS, we work to celebrate and enhance positive human/animal connections. One way that we are able to accomplish this is through the provision of accessible, quality veterinary care for shelter animals, pets belonging to under-served community members and established private practice clients, and community cats. This position serves as a key member of our veterinary care team to help us carry out the veterinary work that is fundamental to our bigger, organizational goals.

This position is unique and the incumbent will provide veterinary care across a spectrum of programs. Duties are balanced between clinical and surgical responsibilities at our veterinary hospital and providing for the veterinary needs of cats and dogs being cared for at our no-kill, shelter.

Expect to spend 2-3 days/week at the vet hospital, serving practice clients as well Safety Net Program clients (emergency vet care, low or no cost spay/neuter). Remaining time will be spent at the shelter providing needed vet care for shelter animals and completing additional duties like protocol/policy adjustments, updating patient records, and working collaboratively with support staff. Occasional opportunity for community engagement in the field via vaccination and microchip clinics and Trap-Neuter-Return efforts will also be available.

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
- Minimum 3 years' experience practicing veterinary medicine with established, small animal, surgical and diagnostic skills. Shelter medicine experience preferred, but not required
- Established spay/neuter (including pediatrics) experience and capable of 15+ surgeries per day; can handle in-heat animals, pregnancies, and cryptorchids
- Excellent communication skills including, but not limited to, communicating with the pet owners, staff, volunteers, and the general public

- Comfortable providing transparent and accurate accounting and tracking of controlled substances
- Established, excellent customer service and compassionate communication skills
- Willingness and ability to provide at least limited support for shelter medicine program
- Participate in required meetings, trainings, special events, and fundraising functions
- Ability to professionally represent MCPAWS at all times

Duties and Responsibilities

- Direct treatments/procedures for patients seen at veterinary hospital during regular and during hours emergency appointments
- Direct treatments/procedures for shelter animals in an efficient and compassionate manner
- Take a leadership role in our Safety Net Programs, directed at providing emergency and wellness care for shelter animal and pets belonging to underserved community members
- Complete surgical procedures/treatments/vaccinations requiring certified veterinarian care as necessary for shelter and client owned animals
- Ability to both follow and contribute to the development of protocols regarding the care and treatment of hospital patients.
- Obtain and actively seek out certifications and continuing education to stay up to date on current trends in both shelter medicine and private practice medicine
- Maintain and update client notes and records digitally (AVImark, PetPoint)
- Possess excellent time management skills to ensure work duties and goals are accomplished within reasonable/sustainable working hours/schedule

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

Additional Items

- Job duties and work week commitments are varied and will be dependent upon shelter population fluctuations (e.g., kitten season), seasonal fluctuations at the vet hospital, coworker schedules/vacations, and our growing commitment to underserved populations.
- The shelter and veterinary hospital are separate facilities, located about 10 miles apart, so it will be necessary for the incumbent to be flexible in his or her work space, while traveling back and forth between facilities.

Work Environment/Conditions

While performing this job, the employee is regularly exposed to wet and/or humid conditions, and noisy environment.

Position requires a prolonged sitting, standing, walking, reaching, twisting, turning, kneeling, bending, squatting, and stooping if the performance of daily activities. The position also requires grasping,

repetitive hand movement, and fine coordination in preparing statistical reports and data, using a computer keyboard. Additionally, the position requires near, far, and color vision in performing medical procedures and using the computer, and hearing is required when providing phone and counter service. The incumbent may be around animals that are agitated or injured that may attempt to bite or scratch. The need to lift and carry animals and/or records weighing in excess of 50 lbs. also is required.

Work Schedule

This is a 40 hour per week position and Flexible Work Schedule policy eligible. Employee may be required to work uncommon hours, overtime, and be subject to recall in emergency situations

Non-Discrimination Employment Policy

MCPAWS does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

Disclaimer Statement

The above is intended to describe the general content of, and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities, or requirements.

Reviewed with employee by

Signature: _____

Name (print): _____

Title: _____

Date: _____

Received and accepted by

Signature: _____

Name (print): _____

Title: _____

Date: _____