



Position: Staff Veterinarian (Shelter/Community/Private Practice)
Location: MCPAWS Veterinary Hospital
Schedule: Full time, salary, exempt
Reports to: Director of Veterinary Services
Salary: \$90,000 - \$130,000/year
Classification: Exempt
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 community cats, as well as established private practice clients. 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.

Duties and Responsibilities

LEADERSHIP

- Work collaboratively with the Director of Veterinary Services (DVS) and support staff to create and implement protocols regarding veterinary treatment of shelter animals and hospital patients including, but not limited to, infectious disease treatment, prevention, and control
- Work in a co-leadership role with the DVS as well as providing training and mentorship to veterinary support staff
- Work collaboratively with shelter staff to ensure that shelter animals are healthy, happy, and made available for adoption as soon as possible
- Foster an effective veterinary support team by communicating medical standards, ethical practices, and your veterinary knowledge and experience

- Occasional attendance/participation at regularly scheduled MCPAWS events, fundraisers, and staff meetings is required

VETERINARY

- Practice veterinary medicine in accordance to state and federal regulations and accepted principals of veterinary medical ethics
- Direct treatments/procedures for shelter animals and MVH patients
- Partner with clients as an advocate for the pet to plan follow-up visits, provide home-care instructions, and education to ensure the lifelong health of their pets
- Maintain relevant, comprehensive medical records with the support of practice and shelter systems, including AviMark and Petpoint
- Provide oversight for humane euthanasia at both the shelter and hospital based upon established protocols; provide owner requested euthanasia with compassion and efficiency; oversee and manage support staff in obtaining Certified Euthanasia Technician certifications
- Maintain working knowledge of shelter veterinary policies, protocols, and happenings
- 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

ADMINISTRATION/FINANCIAL

- Work with Practice Manager and DVS to ensure that budgeted financial revenue and expense goals are being met
- Evaluate pertinent financial and/or operational data; identify and track key performance indicators; provide necessary trend and/or performance reports regarding hospital operations
- Identify performance problems or issues in a timely manner and develop strategies and/or solutions to address areas of concern
- Ensure accurate controlled substance record keeping in accordance with state and federal law

Experience/Education/Qualifications

- A genuine compassion for all animals, regardless of their condition, history, or breed
- Doctor of Veterinary Medicine degree from an accredited veterinary college
- Excellent surgical and diagnostic skills with minimum five years' experience
- 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
- Strong spay/neuter (including pediatrics) experience
- Be able to deal tactfully and effectively with the public
- Meet general appearance standards as defined for public contact work
- Have basic computer skills, including experience with databases and work processing programs.
- Be able to learn and follow MCPAWS' philosophy related to shelter and hospital services and show courtesy toward all clients, co-workers and volunteers
- Be able to multitask in a fast paced and, at-times, stressful environment

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 salary position with a typical 40-hour/week schedule and Flexible Work Schedule policy eligible. At this time, regular on-call emergency services are not part of the established work schedule, however this is subject to change, upon consultation and approval of the employee. Occasionally, 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 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.

Position Description Acknowledgement Form

I have received a copy of the job description for my position:

Position: _____

Review Date: _____

I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. I understand that my job may change on a temporary or regular basis according to the needs of my location or department without it being specifically included in the job description. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my immediate supervisor.

I further understand that future performance evaluations and merit increases to my pay are based on my ability to perform the duties and responsibilities outlined in this job description to the satisfaction of my immediate supervisor.

I have discussed any questions I may have had about this job description prior to signing this form.

Reviewed with employee by:

Signature: _____ Name (print): _____

Title: _____ Date: _____

Received and accepted by:

Signature: _____ Name (print): _____

Title: _____ Date: _____

The company is an Equal Opportunity Employer, drug free workplace, and complies with ADA regulations as applicable.