

## Nevada SPCA Head of Veterinary Services Job Description

The Nevada SPCA is the oldest private animal shelter in the Las Vegas area with a 99% live release rate, copious amounts of community support with an annual intake of around 2,500 animals. The shelter has a forty-year history of serving the Las Vegas Valley through pet adoptions, pet food pantry, humane education and more. The shelter recently moved into a brand new 21,814 square foot facility, located within walking distance to the Las Vegas Strip and is equipped with a fully functioning medical clinic and surgical suite. The veterinary team is composed of 1 full time LVT, 1 part time LVT, and 3 full time Veterinary Assistants, the majority of which have previous shelter experience.

Nevada SPCA is hiring to replace their current veterinarian to provide high quality care to shelter and foster animals, as well as perform surgery for other local community and rescue groups. Although variable, the surgical component of this role is around 50%. There are also plans in place to offer low-cost veterinary care to the community starting in 2023. This position is unique in that the Nevada SPCA provides care for all healthy and treatable animals, meaning that you don't have to base your level of care for a patient based on resources available.

Have you dreamed of being able to practice the level of care of a private practice while serving the animals that need you the most? Then this job may be for you! The clinic is equipped with a full surgery suite, in-house blood work, tonometry, otoscope, and ability to send patients to outside hospitals for radiographs, ultrasounds, and overnight hospitalization. This beautiful shelter is staffed by progressive animal leaders with knowledge of the current best ASV guidelines and constantly striving to reach them.

### **Purpose**

The purpose of this position is to not only provide surgical and medical care to the shelter animals in our care, but more importantly, to play a key role in the future growth of the Nevada SPCA by being a member of the leadership team. The expectation is that this candidate will continue to grow with the Nevada SPCA and bring to the table fresh ideas and collaborate with other department members on how to best achieve them.

### **ESSENTIAL FUNCTIONS:**

- Performance of spay/neuter surgeries, dentals, and other routine surgeries.
- Delivery of wellness care and physical examinations for shelter and foster animals
- Performance and interpretation of routine diagnostic tests
- Delivery of care for sick or injured shelter or foster animals
- Development of ongoing treatment plans for acutely and chronically ill patients, and coordinating transfer of patients that require diagnostics and care at outside hospitals
- Help develop community medicine component of outreach programs
- Clear communication and the ability to educate a varied client and foster base
- Ability to communicate and work with other rescue groups
- Design and implement shelter protocols according to current best shelter practices for both medicine and behavior
- Work closely with foster care coordinator, animal care director, and intake team to determine best shelter practices and pathways for animals
- Other job-related duties as assigned

- Attend and participate in all required trainings and meetings

**REQUIREMENTS:**

- Able to react to change productively
- Daytime availability Monday through Friday, no scheduled weekend or after hours required but the expectation to be available by phone for emergency consults as needed on the rare occasion they occur
- Able to work in a high volume, fast-paced, high-stress environment
- Degree in veterinary medicine
- Current State of Nevada license to practice veterinary medicine, or ability to obtain one
- A current DEA license, or ability to obtain one

**QUALIFICATIONS, SKILLS & EXPECTATIONS:**

- Minimum one-year veterinary experience required, ideally in a shelter setting
- Ability to perform 20-25 surgeries daily, or willingness to train/learn high volume surgery skills during initial phase of employment
- Excellent attention to detail
- Integrity and a dedication to the shelter's mission
- Uncompromising commitment to the wellbeing of every shelter pet individually while also considering herd health
- Compassion for both animals and people
- A positive and team-oriented attitude
- Able to effectively communicate with members of the public
- Able to work cohesively and respectfully with team members from a variety of departments
- Ability to learn new software quickly and completely
- Ability to maintain existing organizational systems
- Punctual with a sense of urgency
- Good time management and prioritization skills
- Flexibility and the ability to effectively multi-task
- Ability to adapt to and accommodate changing demands
- Ability to perform special procedures such as amputations, enucleations, etc desired but not required

**PHYSICAL JOB REQUIREMENTS:**

- Able to routinely lift 40-50 lbs.
- Able to work around animals (including those who are sick or injured or who have behavior challenges), loud noises, cat litter, animal waste, and various chemicals
- Able to bend and use your arms in a repetitive manner
- Able to kneel, stoop, and use stairs
- Able to be on your feet for an entire 8-hour shift

**WORK ENVIRONMENT:**

- Rapid pace with exposure to potential hazards including animal waste and disinfectants
- High levels of noise
- Potential for animal bites and scratches and diseases that are zoonotic (can be transmitted from animals to people)

**Pay & Benefits:**

- Salary - \$120,000
- Sign on bonus - \$10,000
- Covers DEA license, NV Pharmacy Board License, and State License
- 5 days professional CE and \$1,500 CE allowance