



4000 Industrial Rd - Wickenburg, AZ 85390
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JOB DESCRIPTION

Job Title: Veterinarian
Reports to: President & CEO
FLSA Status: Exempt, Full-time
Prepared Date: August 2023
Hours: 40 hours per week

DEFINITION: Under general supervision, performs a variety of difficult work associated with the health and well-being of shelter, public owned, and feral animals. Assessing and examining patients, provide diagnoses and treatment for injuries and illnesses, surgical sterilization, general surgery, and provide preventative healthcare, prescribe medications and treatment plans.

ESSENTIAL FUNCTIONS: Essential functions, as defined under the Americans with Disabilities Act, may include, but are not limited to, the following tasks, knowledge, skills and other characteristics. **(This list of tasks is ILLUSTRATIVE ONLY and is not a comprehensive listing of all functions and tasks performed by positions in this class.)**

TASKS:

Provide compassionate care to all patients and owners. Examine and assess shelter and public owned pets. Provide diagnosis for animals and prescribe medications. Perform surgical sterilization, general surgery and vaccinations for shelter, public owned and feral animals. Provide end of life services and care for public and shelter animals according to policy. Maintain medical records for each patient. Ensure that all procedures are always done in a humane manner. Ensure the highest level of service and care are provided and that changes in animals' conditions are recorded. Work with clinic manager to ensure staff is abiding by clinic policies and procedures, always, to include, medical, drug and client record keeping. Ensures that all state and federal laws, state regulations, accepted standards, and HSW policies and procedures regarding clinic operations, the practice of veterinary medicine, drug control, and animal care and handling are adhered to. Maintain up-to-date knowledge of shelter animal health protocols, surgical procedures and companion animal health issues. Work with local Veterinarians who step in on medical cases, to include cruelty cases, which require medical treatment outside of the organization's ability. Assist shelter staff in providing solutions to disease outbreaks within the shelter setting. Administer all services during public clinics. Provide medical care to fostered animals that are being fostered by volunteers. Provide input when euthanasia decisions are to be made on medical cases. Build effective relationships through positive interaction and communication with the community, volunteers and staff. Perform other medical services as needed for animals in shelter, fostered animals, staff animals, and public owned animals when requested or required for humane care. Be available by phone, after hours, to clinic staff when emergencies arise from animals that were recently altered in HSW clinic. Report to shelter, as needed, when after-hours emergencies, from previous HSW surgeries or foster's, require the assistance of HSW's Veterinarian.

Handle animals humanely, safely, and effectively. Administer vaccinations. Implantation of microchips. Provide leadership for veterinary assistant. To aid as needed with hiring, onboarding, and training of new staff members. Assist with training of volunteers. Lead others by example by providing exemplary service. Act as first line of defense for customer issues and employee disagreements. Dependable and TEAM minded. Other duties as assigned.

KNOWLEDGE, SKILLS AND OTHER CHARACTERISTICS:

- Superior knowledge of medical animal care and animal sheltering.
- Knowledge of cleaning and disease and parasite control.
- Skill in animal handling.
- Skill in working effectively as a team player in a busy environment while maintaining superior customer service.
- Skill in medical record keeping for animals.
- Proficient and efficient surgical skills.
- Proficient skill in spay and neuter surgeries.
- Skill in effectively communicating and working with staff and volunteers.
- Excellent written and oral communication skills.
- Ability to multi-task and remain professional in high stress environment.

MINIMUM QUALIFICATIONS:

Doctor of Veterinary Medicine Degree from accredited college.

Current Veterinary License within the State of Arizona.

Drug Enforcement Agency Certification.

Premise VOR.

Minimum of 1-year animal shelter experience (*preferred*).

ADDITIONAL REQUIREMENTS:

May be exposed to extreme weather conditions, potential physical harm, hazardous chemicals, infectious diseases, dangerous machinery, snakes, insects, and vermin.

Must possess and retain a valid Arizona Driver's License.

May be required to lift and/or carry heavy, bulky supplies, materials, and animals weighing up to 50 pounds.

Must participate in continuing education by furthering personal knowledge associated to job tasks and sharing with staff quarterly at staff meetings.

May be required to work a flexible schedule outside the normal work schedule.

Must be able to exercise sound judgement when working without supervision and under emotional stress.

Must be of good moral character and possess an even disposition.

Be a champion for animals.

Must be able to deal effectively and politely with people from diverse backgrounds and experiences in a variety of difficult situations.

Must possess a high level of professionalism and strong interpersonal skills.

Must adhere to proper HSW attire and personal hygiene policies.