



Job Title:	<i>Shelter Veterinarian (DVM)</i>
Reports To:	<i>President & CEO</i>
FLSA, FT/PT:	<i>Exempt Position; Full-Time Monday-Friday 8am-5pm</i>
Salary Range:	\$130,000 - \$175,000/Negotiable Based on Experience/FULL BENEFITS

HUMANE SOCIETY FOR HAMILTON COUNTY MEDICAL DEPARTMENT MISSION AND CORE VALUES

Our mission is saving lives, educating communities, and completing families. HSHC’s Medical Department intakes in over 4,000 animals each year including hundreds of animals at risk for euthanasia in other Indiana shelters. The Humane Society for Hamilton County serves as one of the only truly no-kill, open-admission animal welfare organizations in the nation. As a nonprofit organization with several animal control sheltering contracts, we have a strong network of community support.

Our Medical Department provides compassionate care, respect, and empathy to all animals and humans without prejudice or discrimination. HSHC provides a range of services from emergency surgery and triage to routine care for stray and owner surrendered animals; this includes those brought in or seized by animal control from cruelty, abuse, or neglect situations. Our medical team serves as the front line for shelter veterinary care in Hamilton County 365 days a year to ensure the animals we serve have the best life possible as they wait for a home.

Our life saving work and advocacy extends well beyond Hamilton County as HSHC believes the lives of all Hoosier animal’s count. As the state's leading animal welfare agency, we continually strive to implement best-practices by aligning shelter policies with the needs of the community. HSHC has consistently achieved an annual placement rate of 98% since 2014 including some of the hardest to save, and place, animals imaginable. In April 2021, HSHC opened a \$12M, world class facility featuring cutting-edge disease and noise control measures, as well as animal housing designed to promote the highest standard of life quality. The Surgical Suite and Operating Room are designed with state-of-the-art surgical and radiology equipment. The Medical Department includes multiple areas for behavior assessment and modification, areas to manage quarantine and infectious disease cases, as well as ample space for recovery. Our Intake Department is designed to manage high volume intake and treatment.

OUR MEDICAL TEAM & YOU

The HSHC Medical Department consists of a Shelter Veterinarian (DVM), Medical Manager (RVT), Lead Surgical Technician (RVT), and 6 Medical Coordinators. We are a close-knit team looking for a Shelter Veterinarian who can lead the charge in our efforts to continuously achieve the highest quality of care. Successful applicants must possess a strong foundational knowledge of veterinary medicine, shelter medicine and High Quality/High Volume (HQHV) spay/neuter with a proven track record in surgical excellence.

While the Shelter DVM will **NOT** be responsible for managing the daily, administrative tasks that come with having direct reports (e.g., scheduling, time off requests, performance evaluations, basic training), this individual **WILL** be a leader and mentor for the team. Our DVM will ensure our medical protocols are infused with the quality of care and ‘whatever it takes’ philosophies that hold up the foundation of HSHC.

DUTIES AND RESPONSIBILITIES

The Shelter Veterinarian is responsible for performing routine surgical procedures including high volume spay/neuter, and specialized surgical procedures (including but not limited to; femoral head ostectomy, enucleation, amputation, foreign body obstruction, etc.).

The Shelter Veterinarian will have the opportunity to examine all standard operating procedures (SOP’s) to ensure that they follow and are in accordance with industry standard best-practices and are aligned with our no-kill mission. The Shelter Veterinarian assists the Medical Manager with supervising the use of prescription and controlled medications and logging usage as required by the Indiana Veterinary Medical Association (INVMA). The Shelter Veterinarian will work collaboratively with the Director of Operations to ensure quality of care extends through the Animal Care Department.

The ideal candidate must embrace the organization's core ‘Whatever it takes’, no-kill philosophy; must have a passion for rescue, and promote a willingness to welcome challenging medical cases. The Shelter Veterinarian reports to the President and CEO and works alongside the Medical Manager and Director of Operations.

ESSENTIAL JOB FUNCTIONS

Veterinary Medical Care

- Oversees the medical and surgical needs of patients; performs traditional duties of a shelter veterinarian which includes high volume spay/neuter, dentals, amputations, mass removals, and other procedures which are typical in an animal shelter setting.
- Implements medical protocols and standard operating procedures for evaluation and treatment of animals; including disease control/herd health, quality of life assessments, and in cases of severe medical or behavioral concern which extend beyond the scope of humane intervention, the alleviation of suffering by euthanasia.
- Perform examination and/or necropsy related to humane law enforcement cases.
- Practice humane and low-stress handling, methods of restraint, and ability to teach department personnel.

Communication

- Excellent verbal and written communication skills, with public speaking and presentation experience. Ability to professionally advocate HSHC’s positions on issues; experience in supporting, engaging with, and developing relationships with veterinary community members, as well as volunteers, donors, and our customers.
- Critically analyze shelter data to ensure data compliance and ensure that animals leaving HSHC are altered, vaccinated, and of sound health. Identify areas where additional support is needed to create or improve specific medical programs and coordinate with the Director of Operations to facilitate additional support needed to ensure the success and sustainability of Medical Departments operations.
- Proficiency with Microsoft Office products; familiarity with shelter software/animal management software, or desire to learn, comfort learning new systems, including online information systems.

Safety and Legal Compliance

- In collaboration with the Director of Operations, ensure proper shelter protocol and solutions for the prevention and management of infectious disease.
- Ensure proper scheduled maintenance of all surgical equipment.
- Ensure hazardous materials are being handled and disposed of in the proper manner.
- Maintain inventory and tracking of all prescription and controlled substances. Responsible for compliance with all laws pertaining to controlled substances.
- Prescribes medications in accordance with manufacturers' label instructions and uses. Understands common side-effects and common drug interactions with other medications. Able to effectively counsel adopters and fosters of animals with medical conditions when appropriate.

REQUIRED EDUCATION, SKILLS, AND EXPERIENCE

- Must embrace our no-kill philosophy and whatever it takes philosophy.
- Must possess a Doctor of Veterinary Medicine (DVM) degree and be licensed or eligible to be licensed to practice in the State of Indiana with no pending disciplinary actions.
- Excellent leadership skills with the ability to act decisively with a get-it-done attitude in fast-paced often challenging situations.
- Excellent problem-solving skills in stressful situations, strong interpersonal skills, and a proven ability to initiate and influence change, a team player, energetic, tactful, and diplomatic. Able to get along with people from diverse backgrounds, as well as the ability to handle sensitive and confidential situations.
- Upholds the Principles of Veterinary Medical Ethics of the AVMA. Maintain proper DEA and license requirements regarding Indiana veterinarian practices. Oversee controlled substance use in collaboration with the Director of Operations.
- Must have experience and confidence working with potentially fractious or dangerous domestic animals.
- Be able to pass a criminal history background check and drug screen.

Physical Requirements:

- Must be able to routinely lift 50 pounds.
- Extended periods of time working on the computer with repetitive typing, arm, and hand motion.
- Ability to be in a shelter environment and work in the presence of both cats and dogs.
- Bend, stoop, reach, climb, twist, crawl, stand and walk for an extended period.
- Must be able to work in weather with temperatures varying between extreme hot and extreme cold.
- Process a valid driver's license and qualify to be added to HSHC insurance.
- Ability to perform potentially long or complex surgical procedures on a variety of domestic animals.

Benefits:

- (Anthem) Medical, Dental, Vision, Long/Short Term Disability, AD&D, FSA/HSA, Identity Theft Protection with partial, employer contribution (Dependent Eligibility funded by employee)
- Paid vacation and PTO accrued from day one (**negotiable**)
- Paid time off to meet continued education requirements (*courses not included*)
- Company pays for DVM License renewal
- A robust pet benefits program for HSHC employees' owned pets includes discounts on medications, diagnostics, and variety of free supplies (preventatives, food, potty pads, etc.)
- Company provided phone for HSHC specific, medical emergencies
- Partial relocation cost reimbursement to be negotiated

Qualified candidates should email their resume and cover letter to humanresources@hamiltonhumane.com 317-773-4974 ext. 217

Thank you for your interest in pursuing a career at the Humane Society for Hamilton County. HSHC is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to their race, color, religion, ancestry, national origin, sex, sexual orientation, age, disability, marital status, or domestic partner status.