



Humane Society of Northeast Georgia
845 West Ridge Road, Gainesville, GA, 770-532-6617, www.HSNEGA.org

POSITION:	Associate Veterinarian
REPORTS TO:	Lead Veterinarian
GRADE LEVEL:	Experienced; new graduates also considered (willing to train)
HOURS:	36-40+ hours; this position may have varying working hours including the ability to work nights, holidays and weekends as needed. Availability by phone may be required on a rotational basis
BENEFITS:	Health and dental insurance; paid vacation, holidays, and sick leave (graded by length of employment); continuing education, licensing and DEA registration allowance; eligibility for public service loan forgiveness; 401K (non-matching)
CLASS:	Full-time, salaried, exempt; salary commensurate with experience

SCOPE OF POSITION

- The Associate Veterinarian provides full-service quality medical and surgical care for all shelter and public animals served by HSNEGA.
- Assists with general medical needs including implementation of standards of animal care/disease protocols and coordination/management of treatment for animals in the care of the HSNEGA.
- Provides coaching and leadership for the Clinical Care team as outlined in HSNEGA SOPs, ensuring capability and efficiency of high-volume, low-cost wellness services to public animals and the highest quality care for shelter animals.

SURGERY CENTER

- Performs 30-35+ spay/neuter surgeries per day (averaging 8-10 surgeries per hour) in a high-quality, high-volume setting with the support of a medical team of one lead veterinary technician and two veterinary assistants.
- Spays/neuters cats and dogs using standardized surgical techniques as defined in HSNEGA's SOPs and high-volume protocols with an emphasis in atraumatic surgical techniques and above average pain management.
- Performs complex surgeries including, but not limited to, pyometra, spay-abort, cryptorchid, "in heat" or overweight spays.
- Oversees all aspects of care for surgery patients including pre-, peri- and post-operative care, anesthetic administration /monitoring, emergency care, restraint and treatment.
- Assures the productivity and efficiency of Clinical Care team members assigned to wellness services.
- Performs physical examinations of patients to determine their candidacy for surgery.
- Documents any adverse events on appropriate medical records; communicates events to Lead Veterinarian and/or Clinical Care Manager as soon as possible.
- Examines, diagnoses and treats, if within scope of HSNEGA's resources, post-surgical medical complications of animals spayed/neutered at HSNEGA. Recommends external veterinary care as needed.

- Maintains medical records and controlled drug logs to standards of veterinary and sheltering practices; ensures records are in order and complete.

SHELTER MEDICINE

- Works collaboratively with the Lead Veterinarian to ensure the highest level of animal care is provided for shelter animals.
- Provides physical assessment/examination of shelter animals; works with the Lead Veterinarian and Animal Care team to develop treatment plans for medical or behavioral issues and assists with overseeing treatment implementation.
- Performs veterinary medical procedures including, but not limited to, prescribing/ administering of medications, tests/lab work, dentals, and surgical procedures.
- Maintains current, relevant knowledge of shelter animal health protocols and companion animal health issues.
- Works with the Lead Veterinarian to establish surgical or care plans for complex shelter medicine cases including, but not limited to enucleation, cystotomy, amputation, heartworm treatment, wound care, behavioral issues, ectropion surgery, dental procedures, parvovirus management, etc.
- Effectively identifies presentation of contagious disease within the shelter. Uses problem solving skills to appropriately contain disease.
- Performs humane euthanasia as needed. Able to perform and report the cause of death via necropsy if presented.

WELLNESS SERVICES

- Examines healthy pets prior to vaccination in a high-volume setting.
- Educates pet owners on animal health and well-being focusing on practical, affordable solutions to problems.
- Makes recommendations and referrals to cooperating veterinary practices for owners to seek services beyond the scope of the healthy pet services offered at HSNEGA.
- Actively encourages pet owners to spay/neuter their pets by recommending HSNEGA's low-cost services.
- Assures the productivity and efficiency of Clinical Care team members assigned to wellness services.
- Composes accurate, detailed medical records including physical exam findings, services administered and recommendations to clients.

OTHER DUTIES

- Enthusiastically accepts management of advanced medical cases in addition to high-volume surgery and wellness service duties.
- Provides medical information and representation to the public and media.
- Works with Lead Veterinarian in creating Standard Operating Procedure documents and client education verbiage.
- Meets regularly with the Lead Veterinarian, CCM and other leadership team members to discuss organizational goals and progress.
- Serves in an on-call rotation with other Veterinarians on staff.
- Assists in training/continuing education opportunities for Clinical Care team members.
- Assists Lead Veterinarian and Clinical Care Manager with the employee review process.
- Performs other duties as assigned by proper authority that may not be in the specific job description.

QUALIFICATIONS & SKILLS

- Doctorate of Veterinary Medicine (DVM, VMD) or equivalent from an accredited college or university required as well as license in good standing with state veterinary board. License, or ability to apply for license, with Drug Enforcement Agency if requested.

- Experience in the field of veterinary medicine with high-volume surgical sterilization experience desirable. Training will be available to the right candidate.
- Demonstrate knowledge of the most current veterinary practices and techniques relating to the surgical alteration of animals, the treatment of injured/ill animals, and animal diseases and their prevention and control.
- Strong interest in shelter medicine and animal welfare. Previous leadership/management experience in a shelter/clinic setting a plus but not required.
- Strong interpersonal skills to handle sensitive and confidential situations. The ideal person would be a team player, personable, professional, upbeat and energetic, takes initiative, uses tact and diplomacy.
- Excellent communication skills which can support clear and regular communication with internal staff on all levels.
- Interest in continuing veterinary education and exploration of new technologies and treatment modalities.
- Understands and participates in furthering the goals and mission of HSNEGA.
- Able to direct work of others, train/develop employees and evaluate employee performance.
- Desire to provide compassionate and patient-centered care and customer service.
- Effective decision making/diagnostic skills in pursuing treatment options with limited funding.
- Participates in training/continuing education opportunities within the veterinary field.
- Must be able to work in a fast-paced environment with demonstrated good working habits in an environment that requires multitasking and multiple demands on time.
- Valid Driver's License with access to transportation.

WORKING CONDITIONS

- Work is performed in an animal welfare facility with shared office space.
- Potential for exposure to zoonotic diseases, dangerous and fractious animals, high noise levels, hazardous chemicals, anesthetics, heat/humidity, noxious odors, and sharp objects.
- Consistently exposed to animals/animal allergens under conditions with limited alternatives available.
- Occasional lifting of up to 50 pounds, potential for standing on feet up to 10 hours a day, animal handling and restraint in a veterinary setting.
- Must be able to successfully handle routine and difficult public contacts and have excellent conflict resolution skills.
- Ability to stand for long periods of time while performing work requiring concentration and manual dexterity.
- Ability to work beyond scheduled hours when required for patient care/emergency situations.
- Must be able to successfully handle routine and difficult public contacts and have excellent conflict resolution skills.

To apply for this position, please send a letter of interest and resume via post or email (no phone calls please) to:

Julie Edwards, Executive Director
 Humane Society of Northeast Georgia
 845 West Ridge Road, Gainesville, GA 30501
 JEdwards@HSNEGA.org



WHO WE ARE

Serving Hall County and northeast Georgia since 1913, the Humane Society of Northeast Georgia (HSNEGA) provides vital services to animals and people alike. Our mission is to create a community recognized for responsible pet ownership and humane treatment of animals through offering basic pet wellness and spay/neuter services, public education, and placement of companion animals. Our team works with more than a dozen counties throughout northeast Georgia to rescue animals from their facilities, and provides low-cost medical services to thousands of area pets throughout the year.

A private, non-profit 501(c)3 organization that receives no public or government funding, HSNEGA is supported solely by private donations, grants, bequests, and fees for services which include a Wellness Clinic, Spay/Neuter Center, and rescue/adoption of companion animals. HSNEGA is a selective admission shelter that intakes approximately 1,400+ animals per year including those surrendered by owners and intakes from other shelters and rescue groups throughout north Georgia and beyond. We also offer a wide range of education and outreach programs – from summer camps to pet training workshops – for all age groups.

LIVING IN NORTHEAST GEORGIA

HSNEGA is located in Gainesville, Ga. in Hall County, an area offering an outstanding quality of life with downtown Atlanta less than an hour away and nestled in the foothills of the Blue Ridge Mountains. Our region is a growing, economically diverse and healthy community.

Hall County is the perfect blend of excitement and relaxation. Lake Sidney Lanier wraps around the landscape, adding beauty and opportunity for a variety of water sports or, if golf is your game, beautiful courses for your enjoyment. The mountains are filled with hiking paths, arts and craft festivals, camping sites and other tourist magnets that draw people from throughout the southeastern U.S. Residents also have easy access to professional sports, entertainment and the arts, both locally and in the nearby metro Atlanta area.

Our schools, both public and private, offer exceptional education in caring environments that are integrated with the local community through strong corporate support and effective parent/teacher teamwork. Our medical community is thriving and has been nationally recognized for outstanding clinical results. The housing market continues to thrive, as well, thanks in great part to the lake and the positive economic environment with lake homes, family neighborhoods and even farms all available as possibilities for those relocating to the area. To learn more about the region's amenities, please visit the Greater Hall Chamber of Commerce Website at www.gbcc.com or the Lake Lanier Convention & Visitors Bureau Website at www.lakelaniercvb.com.