



Humane Society of Northeast Georgia
2625 Washington Rd. Augusta, GA, 770-532-6617, www.HSNEGA.org

- POSITION:** Associate Veterinarian
- REPORTS TO:** Vice President of Operations, with support from the Vice President of Veterinary Services
- GRADE LEVEL:** Experienced and new graduates will be considered. This will be the only veterinarian on-site in Augusta but our Vice President of Veterinary Services, based at our Gainesville location, will be heavily involved in training, visit frequently, and always on-call for questions.
- HOURS:** Regular schedule will be a set four day work-week, currently Monday - Thursday. This position may have varying working hours including the ability to work nights, holidays and weekends as needed. Availability by phone may be required after hours for emergencies.
- BENEFITS:** Health, vision and dental insurance, paid holidays, eligibility for public service loan forgiveness; 401K (non-matching)
Paid CE, licensing and DEA registration
Paid time and allowance for CE travel
120 hours of PTO/year plus sick leave (graded by length of employment)
- CLASS:** Full-time, temporary, expires June 30th, 2026

POSITION SUMMARY

Lead and direct veterinary operations in Augusta-Richmond County for the Humane Society of Northeast Georgia, collaborating with Augusta Animal Services to increase life saving efforts.

SCOPE OF POSITION

- Together with the Augusta team, drive our work in Augusta-Richmond County, build a workplace culture grounded in our CULTURE OF CARE AND COMPASSION. Meaning:
 - o We treat each other with care and compassion
 - o We treat animals with care and compassion
 - o We treat our community with care and compassion
- The Associate Veterinarian provides full-service quality medical and surgical care for all shelter animals and community cats 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 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

- Performs spay/neuter surgeries in a high-quality, high-volume setting with the support of a medical team.
- 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 some 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 the Lead Veterinarian 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 Vice President of Veterinary Services to ensure the highest level of animal care is provided for shelter animals.
- Provides physical assessment/examination of shelter animals; works with the Vice President of Veterinary Services and Augusta 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 Vice President of Veterinary Services 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.
- May perform limited humane euthanasia only in cases of extreme medical or behavioral issues. Able to perform and report the cause of death via necropsy if presented.

OTHER DUTIES

- Works with the Vice President of Veterinary Services and Vice President of Operations in creating Standard Operating Procedure documents.
- Assists in training/continuing education opportunities for Clinical Care team members.
- 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 the Drug Enforcement Agency if requested.

- 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, animal welfare, and increasing lifesaving through our partnership with Augusta Animal Services
- Strong interpersonal skills to handle sensitive and confidential situations. The ideal person would be a team player, personable, professional, upbeat and energetic, takes initiative, and 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.
- 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.

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.