



VETERINARIAN

DEFINITION

Under general supervision or direction from management personnel, manages, organizes, directs, and reviews all aspects of veterinary services for the Animal Services Division of the Health and Human Services Agency. Incumbents perform veterinary work involved in inspection, investigation diagnosis, prevention, control, treatment, and eradication of contagious and infectious diseases of animals; oversee the work of staff who assist with animal health or euthanasia procedures; and represent the County on the care and treatment of animals and pets.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision or direction from assigned management personnel. May exercise direct supervision over personnel responsible for the administration and operation of the shelter medicine program.

CLASS CHARACTERISTICS

This is a management-level classification responsible for all medical treatments and surgical services. Assists in developing, advancing, and implementing shelter medicine and treatment programs. Incumbents exercise considerable independent judgment and initiative while managing staff involved in the medical care and treatment of animals.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

- Operates the Department's shelter medicine program; develops and implements policies and guidelines for the animal health program.
- Examines, diagnoses, and performs routine and emergency medical treatment of all impounded animals, including disease prevention and outbreak control.
- Oversees and directs the shelter's animal vaccination program to ensure compliance with veterinary standards, legal requirements, and best practices.
- Performs spay/neutering surgery on animals before adoption; examines animals before adoption and before release to ensure health condition.
- Oversees and authorizes the humane euthanasia of animals in compliance with legal, ethical, and professional standards. Collaborate with Public Health officials to manage zoonotic disease risks and develop disease prevention strategies.
- Develops and implements protocols for handling ill and injured animals in the shelter.
- Performs supervisory duties to direct reports and others through subordinate supervisors such as evaluating performance; reviewing and proposing disciplinary actions; interviewing and selecting staff; establishing and implementing procedures and determining priorities; supporting and ensuring compliance with local, state, and federal animal welfare laws, County, and Agency policies.
- Provides training and technical guidance to shelter staff on identifying animals requiring isolation or veterinary care and advises staff on proper medical care and treatment of animals.
- Oversees visual monitoring daily of impounded animals, including those that may be isolated or quarantined for signs of illness or unusual behavior; assures that problems are promptly reported; determines and directs appropriate action as required.
- Oversees the use of immobilization capture drugs and drugs used for euthanasia.

- Oversees the ordering and maintenance of supplies and equipment used in the medical program.
- May assist field officers with cruelty investigations or rescues where medical intervention is necessary.
- Responds to inquiries from the public and the press; maintains effective community relations and participates in special community events.
- Performs studies, prepares reports, and maintains records.
- Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

- Anatomy, physiology, and diseased processes of domestic and wild animals.
- Surgical procedures for spaying and neutering canines, felines, and other common shelter animals.
- Zoonotic diseases and public health concerns.
- Shelter medicine and herd health management best practices.
- Standards guidelines of the veterinary professional that are used in the State of California.
- Modern techniques for treating various animals for common diseases and injuries.
- Laws, codes, regulations and policies affecting the departments operations and programs.
- Quality assurance procedures and techniques.
- Training principles, practices and techniques.
- Principles and practices of leadership and conflict resolution.

Skill in:

- Proficiency in diagnostic tools and medical equipment.
- Surgical precision and manual dexterity.
- Effective communication with diverse audiences, including staff and the public.
- Leadership and team building capabilities.
- Analytical skills for diagnosing and solving medical issues.
- Maintaining accurate medical records using shelter management software.
- Implementing medical and operation protocols to improve shelter health and safety.

Ability to:

- Determine surgical needs based on the animals' health status.
- Understand, interpret, and apply pertinent provisions of county, state, and federal laws, rules, regulations, and standards that affect the operation and administration of the shelter medical program.
- Work effectively in high-stress and/or emotionally charged environments.
- Handle and restrain animals safely and humanely.
- Adapt to changing priorities and emergency situations.
- Develop and implement medical protocols tailored to shelter needs.
- Effectively provide training and instruction to personnel on a variety of medical techniques common to animal care.
- Analyze program needs and develop, recommend, and implement operation procedures, policies, and protocols.
- Analyze situations and take appropriate actions; reach sound conclusions.
- Establish and maintain cooperative relations and deal effectively and tactfully with the public and staff.
- Prepare clear, complete, and accurate reports.

Education and Experience:

Where college degrees and/or college course credits are required, degrees and college units must be obtained from a regionally accredited college or university. Courses from non-regionally accredited institutions will not be evaluated.

Graduation from an accredited college or university with a Doctor of Veterinary Medicine degree; AND one (1) year of experience in the diagnosis and treatment of animals in a clinical setting, private practice or shelter environment, including the performance of surgery.

Licenses and Certificates:

- A valid license issued by the California Board of Examiners in Veterinary Medicine to practice as a Doctor of Veterinary Medicine, is required prior appointment.
- Possession of, or ability to obtain and maintain, a valid California or Nevada Driver's License and a satisfactory driving record.
- Incumbents in this class are required to serve as the Veterinarian of Record for the County's Premise Permit and to obtain and maintain Drug Enforcement Administration (DEA) licensure, in accordance with state and federal regulations.

Other Requirements:

- Must be available for after-hours medical emergencies as needed.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to operate a motor vehicle to visit various County and meeting sites and to respond to service calls; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. This position requires the incumbent to sit, stand, walk, and bend most of the time while kneeling, squatting, crouching, reaching, pulling, pushing, and stopping. The incumbent frequently lifts animals and objects up to 50 pounds, or heavier weights with the use of proper equipment. Incumbents also need manual dexterity, visual acuity, color, depth perception, good hearing, and hand-eye coordination to use a variety of office and surgical tools or equipment. Reasonable accommodations will be made for individuals on a case-by-case basis.

ENVIRONMENTAL CONDITIONS

Work is primarily performed inside and outside of buildings, in all weather conditions, varying temperatures, and in unsanitary environments; work in confined spaces alone or closely with others; and work in and around hazardous substances, radiation, frequent exposure to fumes/dust, animal fur, dander, and excrement. The incumbent will be exposed to chemicals, infections, poisons, and threatening animals. The incumbent must be able to deal with stressful situations and those in distress in a calm manner, compassionately, and tactfully.

WORKING CONDITIONS

May be required to work irregular hours, which may include early mornings, evenings, weekends, holidays, and/or during disasters. Must be willing to work in a setting characterized by exposure to rabies, animal waste, and various cleaning and disinfecting chemicals.