

Chief Veterinarian (Animal Shelter) (Loveland, CO Location)

Job Title:	Chief Veterinarian
Department:	Veterinary Services – 0901/0900
Job Classification:	Full time, exempt
Job Relationships:	Reports to the Director of Operations. Directly supervises Shelter Veterinarians and Veterinary Services Managers; indirectly supervises veterinary technicians, assistants, and department volunteers at multiple campuses. Interacts closely and collaborates with the Associate Directors of Operations and Animal Control.

The Chief Veterinarian provides leadership and direction for the veterinary services departments, programs and staff at all campuses including the veterinary clinics, shelter medicine and community-based programs. Directly manages 5+ staff members and indirectly oversees supervision of 14+ department employees. Responsible for implementation of veterinary services related initiatives in the strategic plan for NOCO Humane and the daily operations of the multi-location department. Serves as the medical authority for NOCO Humane and manages the health of the animal population, the surgical program and disease control protocols. The position includes surgical responsibilities.

The position serves as a key member of the Organization’s management team. The schedule is generally 5 days a week. On-call duties as required and emergency hours may be implemented during emergency situations. Travel between Organization locations is required. The position is located in Loveland, CO.

Essential Duties/Responsibilities:

Shelter Medicine Oversight

- Develops, implements, and monitors medical programs that achieve and maintain the highest standard of animal and veterinary care. Ensure NOCO Humane is current on best practices in shelter medicine and HQHVSN surgery.
- Leads scheduled medical rounds.
- Reviews and/or develops, implements and manages medical protocols.
- Oversees daily operation of Veterinary Services departments.
- Oversees viable treatment options for injured/ill Shelter animals. Makes treatment or euthanasia recommendations as warranted.
- Ensures accurate completion of daily medical treatment records (paper and electronic) and interprets diagnostics (in house and external) as required.
- Works collaboratively with Associate Directors of Operations, Shelter Managers and others on census management and animal routing issues including making euthanasia decisions. Approves euthanasia lists as needed.
- Acts as liaison with other veterinarians/veterinary clinics regarding the treatment of injured/ill stray animals, Shelter animals or animals adopted from the Organization.
- Oversees the development, promotion and implementation of community facing programs.
- Advises clients on health issues related to impounded and adopted animals.
- Oversees the coordination of all controlled substance processes, including ensuring compliance with medical staff activity related to ethical, safety and legal compliance, Organization rules and regulations, and all external regulatory agencies including but not limited to DEA, DHHS, OSHA, federal and state mandates.
- Oversees the Radiation Safety Program and staff training while ensuring compliance with all state and federal radiation regulations and licensure.

Medical and Surgical:

- Responsible for physical examinations, care, and monitoring of animals in the care of NOCO Humane in compliance with basic standards of care, shelter protocols and government regulations.
- Performs spay/neuter surgeries, dental surgeries and other surgeries as required, on Shelter and publicly owned animals.

Department Management

- Directly manages Shelter Veterinarians and Veterinary Services Managers. Trains, develops, rewards, coaches and disciplines staff as appropriate. Recruits and hires staff as necessary.
- Motivates, leads and inspires a high performing management team and develops and retains team members in conjunction with Veterinary Services Manager.
- With the Director of Operations, provides leadership in developing programs, operations and financial plans, as well as implementing Organization policies and procedures.
- Drives collaboration and teamwork between Veterinary Services and other departments and demonstrates a commitment to teambuilding through modeling a positive and respectful attitude toward all employees, volunteers, clients and partners.
- Budgetary responsibilities include budget creation, oversight and management. Provides backup support to Veterinary Services Managers for associated invoices and statements from vendors, including contract veterinarians and/or other contract employees.
- Manages student educational collaboration partner relationships, curriculum, and contracts for studies and research in conjunction with Veterinary Services Managers.
- Responsible for coverage of the on-call services of the departments. Provides coverage for and/or makes arrangements for coverage for vacation, sick relief, on-call, etc.
- Understands, follows, and ensures staff follows all safety guidelines to ensure a safe work environment.
- Holds DEA license for assigned location and ensures DEA license coverage and backup for all locations.
- Oversees Organization's euthanasia training and certification program in conjunction with Associate Directors of Operations.
- Participates in local, regional and national associations such as, Larimer County Veterinary Medical Association, Colorado Veterinary Medical Association and the Association of Shelter Veterinarians.
- Models behavior and professional standards, policy and procedure adherence, and communication expectations. Consistently meets attendance and punctuality expectations.
- Drives on behalf of the Organization and ensures applicable coverage at other Shelter locations.
- Responsible for the medical program of the Organization's disaster response program.

Other

- Ensures adequate inventory of supplies, medications and drugs in the absence of Veterinary Services Managers
- Participates in meetings and on committees as assigned.
- Responsible for grant related medical information and statistics.
- Testifies in court as needed in support of humane investigation cases.
- Responds promptly to applicable community concerns and complaints.
- Collaborates with the Development Department on public facing projects requiring shelter medicine expertise.
- Other duties as assigned.

Job Qualifications:

Education/Experience: Must be currently licensed in the State of Colorado to practice veterinary medicine (or obtain State license soon after hiring) and maintain certification. Minimum three years of experience as an animal shelter veterinarian with substantial responsibilities for population level issues required. Two (2) years of staff supervision required. High quality/high volume surgical sterilization experience required. Must be qualified and eligible to obtain and retain DEA license. Must provide proof of, and maintain, Professional Liability Insurance. Experience performing dental surgeries. Veterinary experience with exotics and barnyard animals a plus. Committed to the mission of the Organization and the success of the Shelter's medicine program, and must embrace the open admission sheltering philosophy. Must have big picture view of animal welfare, herd health and shelter medicine. Bilingual English/Spanish reading, writing, understanding and speaking a plus and includes a wage premium.

Knowledge, Skills and Abilities: Knowledge of shelter medicine, including population and individual animal health management, infectious disease prevention and control, and epidemiology, strongly desired. Public speaking and project management skills. Proven decision making and diagnostic skills and interest in pursuing treatment options with limited resources. Able to work under pressure and multi-task as appropriate. Strong customer service, oral/written communication skills and interest in networking with other professionals. Must be able to work with and educate veterinarians, veterinary technicians and others. Able to interact with staff, volunteers and clients in a professional manner. Able to train and direct the work of others effectively. Able to manage and evaluate employee performance. Organized and skilled in accurately

completing records. Available to work a flexible schedule including evenings, weekends and holidays as required. Emotional intelligence, work ethics and integrity skills required. Solid computer skills required. Ability and desire to implement efficiencies on an on-going basis. Available for telephone consultation on emergency cases. Commitment to professional development for self and staff. Must be skilled at handling difficult situations and resolving problems of a unique or sensitive nature.

Other: Valid Colorado Driver's License and insurable driving record and have and maintain personal driving insurance meeting Colorado standards. Must be 21 years of age or older (required for insurance purposes). Willing to be rabies vaccinated and have intermittent titer testing.

Working Conditions:

Work is performed in an animal shelter with shared office space. Potential for exposure to zoonotic diseases, dangerous and fractious animals, handling animals of varying types and temperaments, high noise levels, hazardous chemicals, anesthetic gases, ionizing radiation (x-rays), and sharp objects. Field conditions may be encountered. Potential for bites and scratches while handling animals. Occasional lifting of up to 50 pounds without assistance and more with assistance; potential for standing on feet for 8 to 10 hours a day; animal handling and restraint in a veterinary setting; driving a motor vehicle; kneeling; squatting; walking dogs on leash; performing physical examinations on animals; handling syringes and needles; potential exposure to hay and dust; potential exposure to deceased animals; audibly listening and verbally communicating. Available to work a flexible schedule and cover department on-call services, and telephone consultation on an emergency basis, as required. Travel to the other Organization Shelter locations will be required.

NOTE: This job description is not intended to be an exhaustive list of all duties, responsibilities or qualifications associated with the job. NOCO Humane conducts background checks, DMV checks and requires drug testing of all employment candidates.

We are an Equal Opportunity Employer. Benefits for full-time employees include options for medical and life, dental, vision and supplemental accident insurance; STD/LTD insurance; a matching 403b plan; paid time off (PTO) accrual; 9 paid holidays and more. Benefits for part-time employees include paid time off (PTO); a matching 403b plan and more.