

Job Title: Veterinarian	Department: Spay/Neuter Alliance	Salary/Pay Grade:
Location:	FLSA Exemption: Exempt	Supervisor: Medical Director

JOB SUMMARY

Responsible for daily care of all surgical patients, ensuring all clinic staff members are adhering to proper pre-, peri- and post-operative care of patients. During designated training sessions, responsible for training participants in all aspects of patient care and efficient/safe clinic practices, maintaining a professional and friendly manner at all times.

WORKING RELATIONSHIPS

Works closely with other veterinarians, veterinary technicians, veterinary assistants, and other staff

ESSENTIAL JOB FUNCTIONS

1. Examine animals pre-operatively to determine their ability to withstand surgery
2. Perform surgical sterilizations
3. Examine animals post-operatively to ensure appropriate healing
4. Inoculate animals and provide recommendations for follow up care
5. Supervise handling and recording of controlled substances by veterinary technicians
6. Supervise postoperative rechecks and order of medical treatments as necessary to ensure complete surgical recovery
7. Access individual patient issues, and provide appropriate solutions
8. Creatively problem solve on a daily basis
9. Make reasonable and sensible medical decisions
10. Follow and support all organizational and medical protocols
11. Communicate effectively with medical director, to keep management apprised of all out of the ordinary situations
12. Communicate any issues concerning staff or patients with medical director
13. Communicate any issues concerning training programs and/or participants to medical director
14. Provide input and communicate any issues regarding the clinic’s disease control protocols, surgical protocols, or other medical issues at regular veterinarian meetings or with the medical director as appropriate
15. Behave in a manner that upholds both personal and professional standards, as an ambassador of the ASPCA, at all times
16. Train any designated persons in all aspects of patient care and efficient/safe clinic practices, maintaining a professional and friendly manner at all times
17. Be available to travel and train as requested
18. Strive to continually improve all training programs

19. Be a leader among staff, displaying a positive attitude and acting as a motivating force for all staff members
20. Ensure all clinic staff members are adhering to proper pre-, peri- and post-operative care of patients
21. All other duties, as assigned

SURGICAL TECHNIQUES & SKILLS (will train)

1. Adheres to aseptic/sterile techniques while scrubbing, gowning, and gloving
2. Adheres to sterile field throughout the surgical process
3. Understands Spay/Neuter Alliance theory on incision placement
4. Performs efficient and concise entrance into abdomen
5. Performs safe and correct square knots
6. Performs safe and gentle spay hook technique
7. Performance of the ovarian cutaway technique in canine patients
8. Performance of the ovarian pedicle tie in feline patients
9. Usage of the strangle knot, able to set using Carmalt
10. Performance of scrotal neuter techniques in both adult and pediatric patients
11. Completes efficient, safe, and attractive closures, utilizing cruciate sutures
12. Demonstrates principles of gentle tissue handling

OTHER CRITICAL SKILLS

1. Demonstrates good speed when necessary
2. Competently performs and teaches CPR and other emergency measures
3. Competently handles surgical complications and rechecks
4. Effectively critiques breaks in sterility
5. Effectively critiques and suggests additional disease control measures
6. Understands and can explain basic anesthesia
7. Understands and practices low stress animal handling
8. Communicates effectively with clients and colleagues

EDUCATION, EXPERIENCE, KNOWLEDGE, SKILLS, ABILITIES

1. Must be a licensed veterinarian in the state of North Carolina
2. Must maintain all current and correct licensure
3. Physical Requirements
 - a. Must be able to work standing or sitting for 8 or more hours
 - b. Must be able to lift and carry up to 50 pounds repeatedly throughout the day with help
 - c. Must be able to bend and kneel repeatedly
 - d. Must be able to see fine detail in a variety of situations

- e. Must have good hearing including ability to distinguish changes in pitch
- f. Must have reasonable degree of agility to move through tightly cramped areas in various situations
- g. Must have acceptable sense of touch and smell
- h. Must have good range of motion in joints especially wrist, knees, elbows
- i. Must have good range of motion in your back for twisting etc.
- j. Must be able to work in potentially extreme environmental temperatures
- k. Must have acceptable sense of balance
- l. Must be able to work and reach on hands and knees
- m. Must be able to use a ladder and or step stool
- n. Must possess excellent hand-eye coordination
- o. May be asked to move large oxygen tanks
- p. Must possess an acceptable degree of dexterity in hands and fingers
- q. Must have good vision including peripheral vision, fine detail, distance, depth perception and ability to focus

4. Emotional/Mental Requirements

- a. Must be able to work under stressful conditions and work efficiently and effectively under those conditions
- b. Must be able to respond quickly to a variety of medical situations (with training)
- c. Must be able to cope with death due to surgical complication or euthanasia
- d. Ability to rapidly and accurately process information
- e. Ability to delegate tasks
- f. Ability to recognize a need for assistance and ask for help
- g. Ability to make decisions
- h. Ability to cope with frustrating situations and remain calm

5. Potential and Prolonged Exposures

- a. Prolonged exposure to various aqueous solutions including but not limited to dish soap, chlorhexidine and spectra soap
- b. Prolonged exposure to isopropanol, hydrogen peroxide
- c. Potential exposure to formalin solution
- d. Potential/Prolonged exposure to isoflurane gas
- e. Prolonged exposure to quaternary ammonium cleaners and bleach
- f. Prolonged exposure to pressurized steam
- g. Potential exposure to sharps, including needles and surgical blades

WORK ENVIRONMENT

The offices and operations of a high volume spay/neuter clinic can be high stress and very busy at times. The schedule can change and may require weekend or evening hours to complete the job. Can include working some holidays, depending on clinic needs. Traveling and training often requires travel on weekend days. Candidate must be flexible with schedule changes on short notice.

Acknowledgements & Approval

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____