

Humane Society of Washington County
13011 Maugansville Road
Hagerstown, MD 21740

Job Description

Job Title: Staff Veterinarian
Department: Veterinary Center
Job Code: Exempt
Salary: \$99,840 - \$149,760 depending upon experience desired work hours
Reports To: Medical Operations Director
Job Status: Full-Time (32 or 40 hours)
Revision Date: September 23, 2024

Essential Duties

HSWC seeks a licensed veterinarian to leverage his/her skills and expertise to support the shelter's life-saving programs. Based in HSWC's Veterinary Center, this position will provide high-quality, high-volume medical and surgical care for shelter animals and community cats as well as preventative wellness services and low cost spay/neuter services to publicly owned animals. This position requires rotating on call for nights and weekends.

Ideal Candidate

The ideal candidate will demonstrate a positive, mission-driven work ethic and will have the ability to communicate with diplomacy, tact, and empathy. The ideal candidate will also be adept at performing 20-30 spay/neuter surgeries a day.

Tasks and Responsibilities

- Spay/neuter shelter animals, publicly owned animals, and community cats (via Trap-Neuter-Return program).
- Perform other necessary surgical procedures, including but not limited to, hernia repairs, tumor removals, ocular procedures, amputations, dental extractions, etc.
- Conduct basic examinations and administer vaccines and preventative treatments to animals during public Wellness Clinics.
- In collaboration with the other Staff and Shelter Veterinarian, review and interpret diagnostic tests as well as develop and communicate a treatment plan.
- In collaboration with shelter leadership and the other Staff Veterinarian, develop and update policies and protocols for surgical procedures, Wellness Clinics, and public spay/neuter programs as needed or requested.
- Work with veterinary team to provide outstanding patient care to all animals, regardless of the animal's origin or potential outcome.
- Stay abreast of leading HGHV research, and in collaboration with the other Staff Veterinarian, use that knowledge to critically review and update internal surgical procedures to more efficiently sterilize animals.
- Consult and advise as needed on health and related care for shelter animals, including but not limited to vaccinations, sanitation & disease control, administration of medication, diagnostic testing, medical & behavioral evaluations, humane health care, and euthanasia, and disease prevention in the shelter.
- Mentor visiting students who are earning hours or exploring the shelter medicine field.
- As directed by the Veterinary Operations Director, provide training for staff concerning the medical and surgical care of shelter animals.
- Participate in a night and weekend on-call rotation; primarily phone and email consultation, but afterhours shelter response may be occasionally required.
- Other duties as assigned.

Qualifications

- Graduated from an accredited veterinary medical college – DVM or equivalent.
- Licensed to practice veterinary medicine in the State of Maryland.
- Experience in a High-Quality/High-Volume spay/neuter clinic preferred.
- Post graduate surgical training preferred.
- Current DEA license or ability to obtain a license with 90 days of hire.
- Fear Free certification preferred; or must be obtained within 90 days of hire.

Knowledge, Skills and Abilities

- Commitment to the mission, values and goals of the Humane Society of Washington County.
- Demonstrated aptitude in clinical medicine and surgery.
- An innovative thinker who inspires others to think outside the box.
- Goal driven and eager to succeed as a team.
- Knowledge of laws and codes pertaining to the care and record keeping of sheltered animals and veterinary hospital operations.
- Outstanding record-keeping and patient documentation skills.
- Practices excellent quality medicine and upholds the veterinary code of ethics.
- Knowledge and willingness to provide subsidized sterilization and wellness services to publicly owned animals.
- Ability to humanely handle and restrain animals.
- Positive attitude with the ability to quickly pivot when needed.
- Demonstrates the ability to communicate effectively, both verbally and in writing, and to follow instructions as given in either form.
- Ability to handle stressful and/or difficult situations as presented by visitors, staff and/or volunteers.
- Ability to multi-task, prioritize, delegate, and adhere to deadlines.
- Ability to operate standard office equipment.
- Proficiency with MS Word and Excel.
- Ability to be vaccinated with pre-exposure rabies, or able to provide proof of previous vaccination and adequate titer.
- Must possess a valid Driver's License and insurable driving record.

Salary and Benefits:

The salary for this position depends on the length and breadth of experience. Eligible for full benefits package including: paid time off, medical, dental & vision insurance, discounts, and tax- deferred retirement plan. The Humane Society of Washington County is an Equal Opportunity Employer and welcomes applications from individuals who contribute to our diversity. We are an at-will employer and conduct pre-employment background checks and drug screening. This job description reflects the assignment of essential functions; it does not prescribe or restrict the tasks that may be assigned.

Working Conditions:

Work environment may have regular exposure to adverse environmental conditions, such as zoonotic disease, parasites, dirt, dust, pollen, odors, humidity, rain, fumes, temperature and noise extremes, pathogenic substances, animal attacks or animal bites. The noise level in the work environment can be very loud. Occasional lifting of up to 50 pounds with reasonable accommodation. Standing on feet for 8 – 10 hours per day. Computer usage.

Employment Disclaimer: This job description is not a contract. Management reserves the right to change its contents at any time. The HSWC complies with guidelines set forth in the Americans with Disabilities Act of 1990 and does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, age, disability, or status as a disabled veteran or veteran of the Vietnam era. This organization is an Equal Opportunity Employer. The Humane Society of Washington County is an at-will employer.