

Lead Shelter Veterinarian and Associate Shelter Veterinarian Positions Available at the Humane Society for Tacoma & Pierce County (HSTPC)

The Humane Society for Tacoma & Pierce County is the largest private shelter in the Pacific Northwest and carries seven municipal contracts throughout Pierce County. We are in an exciting time of developing our Veterinary Services department, and are seeking a Lead and an Associate Shelter Veterinarian to join the team. Tacoma is located in the Puget Sound region of the Pacific Northwest, with access to year-round nature, a close drive to the cultural mecca of Seattle, and unique ecosystems to explore around the state. Veterinary Services boasts a full-service in-shelter animal care facility for dogs, cats, rabbits and other critters with Idexx in-house laboratory equipment and send-out testing options, digital dental and full body radiology, mobile ultrasound, and electronic medical records. A dedicated 2 table surgical suite is available for HQHVSN surgery. Our team also includes a Veterinary Manager, 4 full-time Licensed Technicians, part-time and relief Veterinarians, and 12 Veterinary Assistants, who are versatile, dedicated employees with extensive experience and a passion for shelter medicine.

Both the Lead and Associate positions report to the Medical Director, who will provide mentorship and career development support, and are open to new graduates (Lead position requires previous management background, training or a combination of relevant experiences).

Position Details:

- Full-time placements preferred, but part-time options can be discussed. Full-time Veterinarians have a flexible, 40-hour weekly schedule, either 4 or 5 days weekly based on preference.
- WA State DVM license in good standing by the start of work.
- Ability to concentrate on either shelter surgery or medicine, or a mixture of both services, depending on skill set and interest. Our goal is for surgeons to perform 30-40 sterilization procedures per day with a mixture of dogs, cats and rabbits. Focused training in HQHVSN techniques will be provided for candidates interested in building this skillset.
- Perform medical examinations, diagnostics, and determine treatment plans for our shelter and foster populations, consult and collaborate with external veterinary partners as needed to manage complicated cases, evaluate and participate in prognoses and shelter pathway planning, conduct cruelty/neglect intake examinations and prepare reports for legal cases and provide expert witness testimony as needed, provide necropsy and forensic case review, participate in shelter animal rounds, protocol review and implementation, and special tasks or committees as needed.
- Provide guidance, training, and oversight to Licensed Technicians and Veterinary Assistants and work with the Veterinary Manager to review and train staff as needed. Work with other shelter staff to support all animal populations under shelter care.
- The Lead Shelter Veterinarian will include some administrative responsibilities (approximately 25%) including management of the Associate, Part-time and Relief Veterinarians, assistance with protocol development for industry best practices, participation in management level planning and strategic meetings, training of shelter staff, and other tasks as designated by the Medical Director, and will provide shelter medicine and surgery services (approximately 75%).
- The shelter is implementing an AI based telemedicine program to triage concerns from our foster parents and adoption partners, conduct virtual appointments, and provide 24/7 guidance for medical concerns. Medical protocols are implemented via telemedicine, when appropriate, to reduce workload while still providing excellent medical care.
- The shelter is forming partnerships with local providers to provide after-hours and emergency care outside of the scope of the shelter medicine and surgery program

Benefits of full-time employment include:

- Health, dental, vision, STD, LTD & Life insurance
- Eligibility for Public Service Loan Forgiveness (PSLF) as a qualified employer
- Public Holidays, 2 weeks paid vacation, and 12 days of PTO (sick leave)

- 10% retirement contribution after 2 years
- Yearly CE monetary (up to \$2k for annual CE) and time-off allowance
- Medical and DEA License renewal fees as needed
- Professional liability insurance for work in the shelter
- AVMA and WSVMA and ASV dues
- VIN membership
- Travel assistance available for shelter interview
- Moving stipend available for outstanding out-of-state applicants

Desired Qualifications:

- Knowledge of current trends and best practices in shelter medicine and familiarity with the ASV Guidelines for Standards of Care in Shelter Medicine, Chameleon and Petriage software.
- Understanding of local, state, and national laws regarding animal shelter agencies, veterinary medical authority in the shelter setting, infectious disease reporting requirements.
- A progressive professional philosophy that humane organizations are partners working together with common goals to reduce pet overpopulation, improve animal welfare and support shelter diversion where possible.
- Experience with high quality/high volume spay/neuter and other routine soft tissue surgeries.
- Clinical experience in a fast-paced shelter or humane organization treating health conditions common in shelter populations. Familiarity with isolation and quarantine procedures.
- Advanced training or experience in shelter behavior evaluation, diagnosis, and treatment.
- Fear Free for Shelters course completion by end of first month of employment.
- Self-starter who is organized, innovative, flexible, detail-oriented, able to work independently with support but also function as a team member, passionate about our mission and goals.
- Personable, communicative, patient, professional, empathetic, mature, and effective in engaging with a culturally diverse community.
- Ability to problem-solve, prioritize appropriately, and apply best practices in shelter medicine to our patient population with guidance from the Medical Director.
- New graduates with shelter experience or clinical practice are encouraged to apply for our Associate position; Veterinarians with at least two years' experience in shelter medicine/surgery with some management experience are encouraged to apply for our Lead position.

Associate Shelter Veterinarian compensation ranges from \$125-140K.

Lead Shelter Veterinarian compensation ranges from \$150-165K.

We are also offering a signing bonus of \$10k with a one-year work commitment!

Qualified & interested candidates, please email a Letter of Interest and Resume to Careers@TheHumaneSociety.org

The Humane Society for Tacoma & Pierce County

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