**Feral Cat Spay/Neuter Project**

**Position title:   Staff Veterinarian**

**Reports to:   Executive Director**

**Benefits: 2 weeks PTO, licensing fees, health insurance stipend, 401K, CE**

**budget**

**Position:   Part-time, hourly (non-exempt), 16-24 hour work week**

**Last Revision:   July 2019**

**Pay Rate: $35-$40 per hour, DOE**

**Work Location:    Feral Cat Spay/Neuter Project Clinic in Lynnwood, WA**

**Summary:** The Staff Veterinarian is responsible for the daily care and high quality sterilization of clinic patients in accordance with protocols. This position also assists the Executive Director and Lead Veterinarian with various projects as needed.

**Primary Duties:**

1. Surgical
   1. Examine patients pre-op to determine ability to withstand surgery
   2. Perform approximately 50 feline spay/neuter surgeries per day of which up to 25 may be spays.
   3. Examine patients post-op as necessary to ensure appropriate recovery
   4. Perform procedures on free-roaming patients who are in need.  Procedures include but are not limited to hernia repair, enucleation, toe or tail amputations, and cryptorchid neuters.
2. Clinical
   1. Provide compassionate care to the cats and people in our community
   2. Collaborate with Lead Veterinarian to develop medical protocols and clinic

policies

* 1. Make medical recommendations and decisions (such as humane euthanasia) in

accordance with laws, protocols and best medical practice as required

* 1. Respond to medical questions and issues that arise with clients (individuals or

organizations) with support from Lead Veterinarian

With Clinic Staff, make decisions regarding how many cats to spay/neuter on

a given day given the staff and volunteers at hand

* 1. Assist in supervision and training of contract and volunteer veterinarians to

assure quality of medical procedures and services with support from Lead

Veterinarian

1. Project/Clinic Administration
   1. Participate in developing the clinic/medical budget for the organization
   2. Be aware of and help ensure clinic compliance with all federal, state, and local laws and regulations
   3. Monitor changes within the humane community and in veterinary medicine to

maintain current safe and efficacious protocols, procedures equipment

* 1. Collaborate with Management in hiring clinic staff.

1. Community Relations/Mentoring:
   1. Capitalize on learning and teaching moments with clients, coworkers, volunteers and public
   2. Build constructive and collaborative relationships with clients, coworkers, volunteers and public
   3. Assist Executive Director and Lead Veterinarian in mentoring individuals and organizations seeking to duplicate our model. This may include working in and/or running MASH style clinics in remote locations.
   4. Address the concerns of caretakers, individuals, veterinarians and humane organizations in conjunction with the Executive Director and Lead Veterinarian
   5. Maintain awareness of the practices of similar organizations and bring in new ideas to our group. Also, be aware of our reputation among these groups.

**Required Knowledge and Abilities:**

* Ability to perform 25 high-quality spays and 25 high-quality neuters per clinic
* Willing to work flexible hours, including weekends and holidays as needed
* Ability to observe, assess, and respond to patient symptoms, reactions and recovery progress
* Ability to anticipate and identify problems and needs and solve them and/or communicate them appropriately
* Ability to react calmly and effectively in emergency situations
* Ability to communicate complex processes/concepts to a wide variety of people, both in written and verbal form.
* Establish and maintain cooperative and effective working relationships with others.

**Education and Experience:**

* Valid Washington Veterinary license.
* One+ year experience in high quality/high volume spay/neuter environment, including pediatric, cryptorchid, and third trimester pregnancies

**Physical Abilities:**

* Standing for extended periods of time while performing complex surgical procedures
* Ability to read, write and communicate in English.
* Must be able to lift 40 lbs.
* Pass a criminal background check.