



THE WILDCAT SANCTUARY



Job Description: Lead Veterinarian

Status: Full Time, Exempt

Reports to: Operations Director

The Lead Veterinarian is responsible for the comprehensive medical and surgical care of the sanctuary's residents to ensure compliance with the United States Department of Agriculture (USDA), the Global Federation of Animal Sanctuaries (GFAS) and the American Association of Zoo Veterinarians (AAZV) current standards and guidelines.

Provide leadership and direction in the hospital including enthusiastically growing hospital staffing and resources through increased partnerships with veterinarians, veterinary technicians, vet assistants and volunteers. Embrace the strategic vision of an onsite teaching facility that mentors, engages and teaches current interns, staff, pre-vet students and broader audiences through social media.

The Lead Vet ensures that the sanctuary's medical program emphasizes preventative disease control measures. This includes a preventative medicine program, annual examination schedule, quarantine protocol, pre-shipment requirements, disease surveillance, pathology, disinfection of animal enclosures and equipment, and controlled drug protocols.

Qualifications

- DVM or VMD degree from an AVMA accredited university or school of veterinary medicine.
- Must possess and maintain all necessary licenses, permits, certificates and credentials required by the laws of the United States, the State of Minnesota and all other appropriate governmental agencies prior to start date (including any certification and credentials required).
- Must be able to obtain and maintain a DEA controlled substance registration certificate within 3 months of hire.
- Minimum of 2 years of professional experience practicing veterinary medicine with zoological, exotic, companion animal, and/or wildlife species.
- Demonstrated experience in captive management and health monitoring of zoological species.
- Thorough knowledge of approved animal husbandry techniques.
- Training in chemical immobilization technique is preferred.
- Proof of rabies vaccination and agreement to maintain appropriate titers.
- Must hold and maintain independent insurance and provide proof to the Wildcat Sanctuary.
- Strong leadership skills; previous experience supervising/mentoring staff, volunteers and/or interns.
- Above average ability to organize, manage time, and set priorities while meeting deadlines.



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- Effective problem analysis and resolution skills; ability shift priorities to meet needs.
- Superior verbal and written communication skills.
- Intermediate level computer knowledge and Microsoft Office skills.
- Must be able to remain calm, make sound decisions and provide clear direction in crisis situations.
- Professional demeanor displays sound judgement, discernment, integrity, and confidentiality and discretion.

Duties and Responsibilities

- Fosters relationships and recruits volunteers with special skills to assist in the hospital and provide relief work including additional veterinarians, veterinarian technicians and vet students
 - Work with Hospital Manager and Operations Director to ensure volunteers are on-boarded and trained per TWS standards, mentored appropriately and receive a positive experience
 - Train and positively engage current caretakers in the hospital while training them to be vet assists
 - Engage all staff, interns and core audiences for teaching/mentoring opportunities onsite and through social media
- Provides comprehensive medical and surgical care to all sanctuary animals. Responds and addresses all animal health concerns in a timely manner.
- Provides emergency on-call coverage for the animal collection seven days per week via phone and/or on-site visits or delegates coverage to assigned on-call veterinarian(s). Response time of 35 minutes or less required.
- Performs gross necropsies and interprets histopathological results and relays these results to Animal Welfare staff. Reviews all mortalities and collaborates with Animal Welfare staff to prevent future mortalities.
- Conducts all in-house laboratory analysis including chemistry, cytology, fecal analysis, hematology, urinalysis, and proper sample handling and processing for outside laboratories and research collaborations.
- Maintains medical records for all collection animals using Animal Care and Hippo Software. Creates and maintains medical record including entry of all diagnostic sample results, anesthesia records, gross necropsy records, histopathology reports, veterinary specialist consult reports, and keeper communication.
- Follows and ensures all veterinary volunteers adhere to sanctuary safety and security policies and procedures.
- Maintains medical supply and drug inventory, controlled drug logs, and appropriate disposal of expired drugs and supplies.
- Reviews and participates fully in emergency response preparedness including animal escape, venomous bite response, fire, and weather emergencies.
- Establishes and maintains professional relationships with GFAS and AZA facility veterinarians and veterinary specialists.
- Provides an annual zoonotic disease training session for all staff.



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- Maintains clinic, surgery, radiology, and necropsy areas in a professional manner. Assists in the operation and maintenance of all veterinary laboratory and imaging equipment.
- Maintains chemical immobilization equipment and participates in routine staff training.
- Coordinates all veterinary specialist consultations, emergency care, medical treatments, on-site medications and supplies, and veterinary clinic equipment maintenance.
- Advises the Executive Director on animal quality of life/end of life decisions.

Other duties as assigned.

Essential Job Requirements:

- Ability to restrain animals to lift and/or exert up to 50 pounds of force.
- The candidate will be subject to outdoor environmental conditions such as wind and humidity; occasionally work may take place in narrow areas.
- Must be able to follow SDS guidelines when handling chemicals; occasionally the candidate may be subject to atmospheric conditions (fumes, odors, and dust).
- Foster an open and inclusive work environment by modeling TWS behaviors and values, consistent with the vision, mission and strategic anchors of the organization.
- Professional respect, empathy and kindness toward coworkers, managers, and subordinates, as well as donors and volunteers.
- Friendly and outgoing personality with a willingness to guide, teach and learn from others, including interns and volunteers.
- Understanding that this is a non-traditional, full-time position requiring a flexible, non-traditional schedule and commitment.
- Ability and desire to work in a fast-paced, ever-changing environment and embrace flexibility.
- Must be able to handle the physical and emotional aspect of work in a sanctuary and have high level of resiliency.
- Critical thinker who can offer recommendations and creative solutions.
- Willingness to do what is needed in the moment to benefit the animals and organization. (Regardless if this falls under job description)
- Must be results-oriented, self-reflective and take responsibility for actions.
- Reliable transportation to our rural location in all four seasons is required. Possession of a valid driver license.
- Ability to lift up to 60 pounds and bend, stoop, crawl and walk on uneven surfaces
- Ability to understand and follow oral and written instructions
- Ability to operate vehicles such as trucks, vans, and utility vehicles

Compensation/Benefits:

- Salary based on experience \$75,000 – 95,000
- 401(k)
- Health Insurance
- Vacation/Sick Time



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How to apply:

Please email cover letter, resume and two professional references to cat@wildcatsanctuary.org

The Wildcat Sanctuary is following all CDC guidelines. CDC states that receiving the COVID-19 vaccine is the best defense against the spread of, and severe illness due to, COVID-19. The Wildcat Sanctuary requires all animal care staff to be vaccinated. Exemptions made for medical or religious purposes.

The Wildcat Sanctuary is an Equal Opportunity Employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected status or any other characteristic protected by law.