

## Senior Veterinary Surgeon / Associate Veterinary Surgeon - Chengdu Bear Rescue Centre – CHINA

China is open to foreign experts and our family in China has the need for an experienced Senior Veterinary Surgeon. A highly motivated, experienced, and dedicated vet professional is required to work with rescued Asiatic black bears, Tibetan brown bears and a variety of companion animals at our Chengdu Bear Rescue Centre in Sichuan Province, China. This is an exciting opportunity to join us as we continue our mission of providing world-class care to over 120 bears.

The position holder will work as part of our Bear & Vet Team and will be responsible for overseeing all clinical decision making and leading the management of the veterinary team at Animals Asia's bear sanctuary in China. Working closely with the Bear and Vet Team Director and Senior Bear Team Manager, the position ensures that the veterinary team meets or exceeds the standards set by Animals Asia.

This position involves working closely with all members of the bear care and vet team (via our translators) and liaising with other relevant departments to manage various daily operations. The Senior Veterinary Surgeon will report directly to the Bear & Vet Team Director.

**The Covid-19 pandemic has resulted in travel bans and restrictions into China and therefore it is unclear when the selected candidate can safely enter China. Any candidates would need to have a flexible starting date, possibly be trained at our sister sanctuary in Vietnam and must be willing to quarantine upon arrival to mainland China.**

**Due to Chinese visa requirements, a university degree in a relevant field and proven practical experience of 2-5 years are essential for this position.**

**Sadly, our facilities are not family friendly as the accommodation is shared. Couples will be considered, however spousal visas in China do not allow the spouse to work.**

### **Responsibilities**

#### Veterinary Management & Capacity Building

- Manages, monitors, and oversees all operations, persons and activities of the veterinary team in a manner that conforms to the mission, goals, and objectives of Animals Asia in conjunction with the Bear and Vet Team Director.
- Constantly endeavours to refine and enhance veterinary care to ensure world leading bear care is being applied by overseeing and providing generalist veterinary services for routine,

urgent and emergent cases at the sanctuaries, with help from specialists where appropriate and feasible.

- Supervises the veterinary team, including interviewing and selecting of job applicants, training, overseeing work, participating in disciplinary decisions and actions, and establishing and evaluating appropriate performance standards in accordance with Animals Asia's objectives.
- Proactively looks for opportunities to develop the professional skills and technical expertise of the veterinary team, with a particular focus on building capacity within the Chinese team. A key priority is ensuring the provision of an active and successful Chinese Veterinary Intern program.
- Looks for opportunities to enhance Animals Asia's operations and capacity building, especially in China, through sharing veterinary technical expertise via presentations, seminars, outreach and demonstration to a range of audiences both at the sanctuaries and off-site.

#### Strategic Input

- Key veterinary technical advisor to the Bear and Vet Team Director and active contributor to the departmental strategic plan, including veterinary related key performance indicators.
- Prepares the annual budget for the operations of the veterinary team to advise the Bear and Vet Team Director; reviews financial reports to ensure adherence to budget and accuracy when asked; advises on budget adjustments as needed; assesses out of budget expense proposals for necessity and accuracy.

#### Clinical & Office Work

- Provides and oversees the veterinary care of local cats and dogs seen at the Small Animal Hospital.
- Oversees all bear medical records and protocols, ensuring they are kept up-to-date, accurate and reflect evolving best practice bear care. This includes the provision of training, where needed, to staff who have responsibility for maintaining records.
- Ensure that all veterinary activities are carried out with the highest regard to human and animal health and safety through the provision of a comprehensive biosecurity plan and, in conjunction with the Bear and Vet Team Director and Senior Bear Team Manager, develop and maintain the means to approve novel items that are used in direct contact with humans and animals.

Collaborate with other departments as required to support their work in fundraising, supporter engagement and education.

#### Requirements

- Veterinary degree registrable with the Hong Kong Veterinary Surgeons Board.

- Two-Five years' work experience as a veterinary surgeon, with at least two years at a large mixed species veterinary practice, zoological facility, specialist referral centre, or similar working environment. At least two years' minimum experience in leading a veterinary team (ideally including paraprofessionals or non-veterinary collaborators).
- Demonstrable ability to develop veterinary skills in other veterinary surgeons beyond the level of graduation, especially in the field of soft tissue surgery.
- Able and comfortable to lead emergency surgeries including of the acute abdomen (hepatic, gastric and intestinal surgeries) in one or more veterinary species.
- Ability to perform routine desexing surgeries of cats and dogs.
- Experience in developing SOPs, demonstrating the ability to contribute to the on-going review, development and implementation of changes to improve the productivity, efficacy and efficiency of tasks performed by a veterinary team.
- Proven management or supervisory experience.
- Computer literacy (including Microsoft Excel and PowerPoint) and basic data analysis and report-writing skills.
- Willingness to travel and work offsite or between sites as required.
- The ability to work within a team or independently.
- Fluent in English (verbal & written).
- A good sense of humor, excellent communication skills, and the ability to live and work closely with the rest of the team comprising of both foreign and local staff. Patience and willingness to work in a different country/culture.

Suitable candidates must be able to commit for a minimum of 2 years.

Appointment is paid, full-time, five days a week with (rotational) weekend/holiday work.

### **The following items are included in your full-time contract**

- On-site accommodation - mandatory (individual room with communal living space and kitchen).
- Relocation assistance.
- Emergency medical insurance.
- Paid holidays (annual leave + public Chinese holidays).
- Social insurance benefits.

### **How to apply**

Interested parties please forward PDF versions of your cover letter (stating the applied position), CV and your completed [Job Application form](#) to: [hrhkg@animalsasia.org](mailto:hrhkg@animalsasia.org)

Only shortlisted candidates will be notified for interviews.

Animals Asia values candidates with different backgrounds, experiences, and perspectives. We welcome applicants of every ethnicity, age, gender identity and expression, sexual orientation, religion, national origin, socioeconomic status, disability, or veteran status. We are committed to building an organisation that creates an inclusive environment for all. Personal data collected will be treated in strict confidence and used solely for recruitment purposes.