



POSITION DESCRIPTION

Division / Title

Veterinary Services / Director of Veterinary Services

Reporting Relationship

Chief Operating Officer

Job Summary

This position oversees all aspects of the Veterinary Services Department including hospital operations, resident animal care, external partnerships, clinical research and teaching, earned and contributed revenue planning, personnel supervision, and general administration. As a Department lead, this position will represent Veterinary Services in institutional strategic planning, annual work plans and budgets, cross-program collaborations, culture management and implementation, and effectively communicate on behalf of the Department in internal and external engagements.

Core Responsibilities

- Ensures compliance with all applicable state and federal agency standards on animal care, research, and ethics. This includes maintaining required permits and licenses (FWC, DEA, USFWS), supervising the use and storage of controlled substances, and daily monitoring of animal welfare.
- Oversees veterinary care for the resident Center collection and patients. This includes regular examinations, diagnosing and devising therapies (surgical, prescription) for diseases and injuries, reviewing clinical pathology reports and patient charts, necropsies, as well as managing caseload and treatments in coordination with FWC and partner institutions.
- Oversees the operations of the department facilities including the indoor and outdoor hospital, pharmacy, operating room, diagnostic equipment, vehicles, holding units, offices, etc.
- Oversees departmental practices, procedures, and training of staff, volunteers, and interns. This includes the animal capture and restraint, examinations, treatments, prescription dispensing, transport, etc. and the regular review and revision of procedures as per best practices in the field.
- Oversees the generation, maintenance, and accuracy of all resident medical and necropsy records. This includes drug inventories, daily keeper reports, diagnostic and laboratory analyses, research and clinical data required for welfare and permit documentation, and database systems.
- Oversees active clinical research portfolio; collaborating with internal and external colleagues; based on historical data assets, current trends, management priorities, and strategic goals.
- Responsible for developing, tracking, and reporting on annual work plan objectives, annual budget, and Strategic Plan goals and working with the Senior Management Team to complete these tasks.
- As needed, participates in the Board of Directors' Conservation Committee and oversees the department's representation on Staff Committees, working groups, and task forces -- especially the Animal Welfare Committee and the Research Oversight Committee.
- Collaborates closely with the Operations Department, curators, life support system technicians, and exhibit development to ensure highest quality of animal welfare for patients and resident animals.
- Collaborates closely with Education and Advancement Division staff on programs, regular tours, donor tours, volunteer training, and current caseload, engaging all external audiences as possible.

Required Skills, Knowledge, and Experience

- DVM or equivalent with a current veterinary license to practice in the state of Florida. A minimum of 10 years of professional experience as a DVM, with at least 2 years experience with sea turtles.
- Demonstrated excellence in leadership and administration, especially in personnel management, project management, annual work plans and goal tracking, and long-term strategic planning.
- Demonstrated excellence in communication (written, oral, and public) with both technical and non- expert audiences.
- Demonstrated proficiency in cloud-based platforms and collaboration (Google Suite, Office 365, DropBox, Zoom, Slack, Jira, Trello, Wrike, Asana, etc.) software and database management.

About Us

Founded in 1983, Loggerhead Marinelife Center is a leading cultural attraction in South Florida that provides open access to all guests. Today the Center is a global leader in the research, rehabilitation, and protection of sea turtles, serving our broader mission to promote ocean ecosystem conservation. Annually we reach 900,000 guests with our transformational education programs and partner with nearly 100 organizations across six continents and 16 countries in ocean conservation. In early 2022, we will open a new 27,500 square-foot campus that greatly expands our exhibition, education, and convening space and doubles our medical facilities.

Physical Demands

The physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand and walk. The employee is frequently required to climb or balance and stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. This position may involve working outdoors in Florida, often in hot and humid conditions, and at events that extend into evening and weekend hours. On occasion it may be necessary to travel on a boat to rescue or release sea turtles. Being comfortable and familiar with vessel operations will be helpful.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently exposed to typical Florida weather conditions (heat, humidity). Successful applicants must be comfortable in a highly-dynamic environment in an active and busy office or outdoor setting. Must be willing and able to travel for offsite programming in LMC campus vehicle and possess a valid driver's license.

Notes

This is a salaried and exempt position. Hours worked will depend on the events themselves, which may include nights, weekends, and holidays. The successful incumbent may be required to perform tasks beyond the scope of this job description as requested by the supervisor. This recruitment may be used to select candidates for additional open positions. It is our policy that all team members, including newly hired, transferred and promoted team members, will be carefully monitored and evaluated for an initial introductory 3 month period. After satisfactory completion of the introductory evaluation, such team members will be evaluated on an annual basis.

To Apply

Interested applicants may submit their resume, cover letter, and the names of three references to hr@marinelife.org.