



## **Shelter Veterinarian**

Do you love shelter medicine?

[Gloucester-Mathews Humane Society](#), located in Gloucester, Virginia, is looking for an experienced veterinarian with a passion for knowledge sharing to join our team. This leadership position affords a competitive salary, work-life balance, and benefits, including 100% employer-funded health insurance and annual support for continuing education.

**Purpose:** Serve as the GMHS shelter's lead medical staff member and Veterinarian in Charge (VIC)

**Reports to:** Chief Executive Officer

### **Responsibilities:**

- Develop, implement, and monitor medical programs that enhance the standard of animal and veterinary care for the GMHS shelter
- Perform high-volume spay/neuter one day per week at GMHS' Fixin' to Save Spay & Neuter Clinic and as needed to accommodate Clinic VIC planned vacation
- Collaborate with the shelter leadership team to ensure GMHS' operations are conducted using appropriate and up-to-date medical practices
- Manage and develop an effective and efficient staff, providing leadership, guidance, and necessary resources
- Monitor and maintain staff safety and regulatory compliance
- Supervise and mentor staff Licensed Veterinary Technicians and Veterinary Assistants
- Create training programs for staff Licensed Veterinary Technicians and Veterinary Assistants
- Ensure appropriate veterinary care to homeless and stray pets including physical exams, diagnostics, treatment plans, preventative medicine, case management, surgery, and, if necessary, euthanasia
- Practice, teach, and direct incremental medicine, using critical thinking and decision-making skills within GMHS' scope of care

- Participate in euthanasia decision making
- Maintain licenses and monitor DEA compliance
- Certify staff to perform euthanasia procedures and dispense medications
- Collaborate with shelter leadership on euthanasia training and SOP development
- Work with other departments to coordinate appropriate care and quarantine of infectious disease animals
- Develop SOPs and ensure they are updated and practiced with staff and volunteers
- Work collaboratively with the Chief Executive Officer to understand and implement the annual budget

**Supervisory or Managerial Responsibility:**

- Highway to Home Coordinator
- Licensed Veterinary Technicians
- Veterinary Assistants

**Required Position Qualifications:**

- Experience in shelter medicine and/or HQ/HV setting
- Ability to effectively lead a team
- Demonstrated necessary diagnostic skills
- Strong interpersonal communication skills
- High emotional intelligence
- Ability to effectively communicate in writing
- Effective time management skills with the ability to triage cases and prioritize workload
- Ability to work well within a fast-paced environment
- High attention to detail
- Proficiency in Microsoft Office programs

**Classification:** The Shelter Veterinarian is a full-time salaried exempt position and expected to work a minimum of 35 hours weekly. Every effort will be made to maintain a 35-hour per week schedule; however, the number of hours required weekly can reasonably be expected

to exceed 35 hours as conditions warrant. As an exempt position, overtime compensation is not provided.

**Compensation:** \$75,000 to \$85,000 (salary commensurate with market and experience)

**Benefits:** Full-time benefits include 100% employer-funded health insurance, paid time off, and reimbursement for continuing education. GMHS will cover relocation costs up to \$2,000.

**Education:** Doctoral degree in veterinary medicine

**Work Experience:** Three years of experience practicing veterinary medicine in a full service, high surgical volume or shelter environment

**Special Training, Certification, or Licensure:**

- Current Virginia veterinary license with clean practice record
- Current DEA license or ability to obtain DEA license

**Desired:**

Leadership or management experience in clinic, hospital, or shelter environment

**About Gloucester-Mathews Humane Society:**

Since 1912, GMHS has provided programs and services for people and pets in the Peninsula, Middle Peninsula, and Northern Neck communities. In 2021 alone, GMHS touched the lives of more than 6,200 pets through temporary shelter, adoption, transfer to Highway to Home adoption-guaranteed partners, low- and no-cost spay/neuter surgery, and a Pet Pantry. Additionally, GMHS has operated [Fixin' to Save Spay & Neuter Clinic](#) since January 2018. Since the Clinic's 2008 founding, more than 46,000 shelter, owned, and feral pets have received low- and no-cost spay/neuter surgeries.

GMHS is a 501(c)(3) non-profit organization dedicated to “improving life for all animals by providing shelter, compassionate care, community assistance, and education.” The organization’s approach to altering pets and educating citizens in the shelter and Clinic’s direct and extended service region largely contributed to a 2021 96 percent live-release rate. Truly a beacon of hope and safe harbor for all homeless pets, GMHS *never euthanizes for space or length of stay*.

**Job Contact Details:**

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Chief Executive Officer

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