

COUNTY OF SANTA BARBARA

VETERINARIAN

EST: TBD

DEFINITION: Under general direction, plans, organizes, coordinates and performs veterinary medical services, including high volume spay/neuter surgeries and other surgical procedures, in County-operated animal shelters; provides medical services dealing with the investigation, prevention, control and eradication of infectious diseases in animals including those transmissible to man; examines and determines preventative medical care and treatments for shelter animals and stray animal emergency cases; develops policies and procedures consistent with best industry standards and state and federal laws, provides oversight for the security and dispensing of drugs and ensures compliance with all federal and state regulations, and performs other related duties as required.

DISTINGUISHING CHARACTERISTICS: This single-position classification differs from the Animal Services division manager in that the latter is assigned responsibility for the Division of Animal Services, reports to the Director of Public Health, and performs management and budget planning. This classification differs from the lower-level classification of Registered Veterinary Technician in that the latter is a journey-level classification working under general supervision, characterized by responsibility for ensuring proper routine medical care for sheltered animals.

EXAMPLES OF DUTIES: Duties may include, but are not limited to, the following:

1. Provides oversight of daily animal medical care, maintains preventative health programs and animal sterilization; performs spay/neuter surgeries, including some animal preparation and aftercare as appropriate; may provide consultation and education to pet owners on spay/neuter procedures and explain possible complications.
2. Supervises staff including Registered Veterinary Technicians, veterinary medical staff, and animal control, clerical, and other staff as assigned, including assigning and evaluating work, and estimates veterinary requirements for the department budget.
3. Conducts and evaluates treatment plans, disease control measures, hands-on medical treatment and progress of animals housed at the shelter, including sterilization and facility sanitation within shelter guidelines, operating philosophy, and shelter medicine industry best practices, including instructing and providing technical direction to clinic staff.
4. Administers injections, provides supervision of, and is responsible for humanely euthanizing animals in accordance with California State Law and Department guidelines and policies.
5. Investigates, prevents, controls and eradicates infectious diseases of animals including those transmissible to man, with particular emphasis on organized disease control programs such as tuberculosis, brucellosis, and rabies.
6. Maintains animal medical and sterilization records and care recommendations for all shelter animal admissions and ensures those recommendations are completed.
7. Provides staff training, prepares operational reports, and prepares other required records, reports, and correspondence.
8. Maintains proper inventory, storage, handling and documentation of all controlled substances, supplies and functioning of all medically related equipment within the department.
9. Develops and enforces compliance with standard operating procedures for animal medical and health operations.
10. Negotiates contracts with veterinary pharmaceutical suppliers, reference laboratories and local veterinary hospitals as required.
11. Participates in humane investigations, including performing cursory necropsies, prepares written veterinary statements, and testifies in court as appropriate for animal welfare/cruelty cases.

12. Consults with department, private and other public veterinarians and animal owners on disease problems; educates the general public, members of animal welfare groups, and staff, including volunteers, about care and treatment of animals.
13. Conducts vaccination clinics, provides medical consultations and services during special events.
14. Assists with emergency and disaster services as required.

EMPLOYMENT STANDARDS: Possession of the following:

1. An active license to practice as a veterinarian issued by the State of California Veterinary Medical Board. Registration as a Licensed Veterinarian issue by another state will be accepted in lieu of this requirement providing the candidate applies for a Reciprocity Temporary License from the California Veterinary Medical Board prior to starting employment and completes the requirements to convert to a permanent license within one year (during the first year probationary period); **and**
2. A minimum of two years experience working in shelter medicine; **and**
3. A valid Drug Enforcement Administration (DEA) certificate/license for the prescription of controlled medications.

Additional Qualifications:

1. Must possess and maintain a current, valid National Accreditation Number (NAN) issued by the National Veterinary Accreditation Program (NVAP) within 60 days of hire date.
2. A valid California Class C driver license.
3. Willingness to provide veterinary premise license for each County shelter.
4. Willingness to provide standby call coverage on weekdays, weekends, and holidays as well as being available for consultation after regular business hours.

Desirable Qualifications: At least two years of supervisory or management experience is highly desirable, as is a veterinary degree with a focus on shelter medicine.

Knowledge of: current veterinary best practices relating to the treatment and cure of injured and sick animals; State, Federal and local laws and ordinances pertaining to the humane treatment of animals; principles and practices of current veterinary medicine, including disease identification, prevention, control and eradication; preoperative, surgical and postoperative procedures involved in performing spay and neutering surgeries; safety policies, procedures and practices as they relate to veterinary medicine; appropriate equipment required in performing specific medical procedures; computer applications related to veterinarian services; principles of quality control management; principles and techniques of management and supervision; and standard English grammar and usage.

Ability to: work under minimal supervision; provide surgical and medical services and care for a variety of well, sick, and injured animals, including a high volume of spay and neutering operations; ability to work with uncooperative animals safely and compassionately; ability to lift/carry animals weighing up to 75 lbs; perform proper diagnosis and postmortem procedures; make sound decisions, including prescribing medications and euthanasia; establish and enforce quarantine of animals; understand quality control practice to assure compliance with safety and accreditation standards and regulations; prepare clear, complete, and technical reports; communicate clearly and follow oral and written instructions; analyze critical situations accurately and take decisive and effective action; evaluate program quality, cost and overall effectiveness to recommend and implement changes and improvements; create and implement policies and procedures; establish and maintain cooperative working relationships with those contacted through the course of work, including co-workers, volunteers and the public; train shelter staff and volunteers; and communicate effectively orally and in writing.