

Humane Society of Washington County
13011 Maugansville Road
Hagerstown, MD 21740

Job Description

Job Title: Shelter Veterinarian
Department: Veterinary Center
Job Code: Exempt
Reports To: Veterinary Operations Director
Job Status: Full-Time (38 hours)
Revision Date: February 12, 2025

Essential Duties

HSWC seeks a licensed veterinarian to leverage his/her skills and expertise to support the shelter's life-saving programs. This position will provide high-quality, high-volume medical and surgical care for shelter animals and community cats. This position will also collaborate with staff to evaluate and triage incoming animals, provide high-quality medical care to the shelter and foster animal populations via daily rounds, oversee general herd health, and work with leadership to ensure HSWC is adhering to the best practices in humane population management.

Ideal Candidate

The ideal candidate will demonstrate a positive, mission-driven work ethic and will have the ability to communicate with diplomacy, tact, and empathy. The candidate will also have a sound understanding of shelter medicine and herd management principles and be passionate about seeking positive outcomes for sheltered and fostered animals. The ideal candidate will also be adept at performing 20+ spay/neuter surgeries a day.

Tasks and Responsibilities

- Spay/neuter shelter animals and community cats (TNR)
- Perform other basic surgical procedures, including but not limited to hernia repairs, tumor removals, ocular procedures, amputations, dental extractions, etc.
- Review and interpret diagnostic tests as well as develop and communicate a treatment plan.
- Collaborate on the development and implementation of medical standard operating procedures for the health and well-being of shelter and foster animals, surgical procedures, Wellness Clinics, and public spay/neuter programs as needed or requested.
- Oversee the individual and herd health of animals both in the shelter and in foster care.
- Perform medical rounds and communicate diagnosis and treatment plans as needed.
- Stay abreast of leading HQHV and shelter medicine research and utilize that knowledge to critically review and update internal policies and procedures.
- Work with veterinary team to provide outstanding patient care to all animals, regardless of the animal's origin or potential outcome.
- Consult and advise as needed on health and related care for shelter animals, including but not limited to vaccinations, sanitation & disease control, administration of medication, diagnostic testing, medical & behavioral evaluations, humane health care, and euthanasia, and disease prevention in the shelter.
- Participate in shelter's low-cost preventative wellness programs for owned pets, including conducting basic examinations and administering vaccines and preventative treatments to animals and performing spay/neuter surgeries via HSWC's low cost voucher program.
- Serve as a resource for visiting students who are earning hours or exploring the shelter medicine field.
- Acquire animal health certificates required to transport animals out of state.
- Provide staff training concerning herd health and population management topics as needed.
- Examine animals as related to cruelty and/or neglect; work with Field Services Department to build evidence, manage cases, and serve as an expert witness in court if needed.
- Remain open to innovative methods to ensure humane population management and to secure positive outcomes for sheltered animals.
- Communicate in an effective, professional manner with all HSWC staff, volunteers, donors, and patrons.
- Assist with euthanasia as needed.
- Participate in a night and weekend on-call rotation; primarily phone and email consultation; shelter response may be occasionally required.

- Other duties as assigned.

Qualifications

- Graduated from an accredited veterinary medical college – DVM or equivalent.
- Licensed to practice veterinary medicine in the State of Maryland.
- Experience with Shelter Medicine and herd health preferred.
- Current DEA license or ability to obtain a license. (reimbursement available)
- APHIS certification preferred to write out-of-state Health Certificates; or must obtain within 90 days of hire. (reimbursement available)
- Shelter Fear Free certification (free) preferred; or must be obtained within 90 days of hire.
- Experience or training in High-Quality High-Volume Spay/Neuter a plus.
- Experience or training in Veterinary Forensics a plus.

Knowledge, Skills and Abilities

- Commitment to the mission, values and goals of the Humane Society of Washington County.
- An innovative thinker who inspires others to also think outside the box.
- Knowledge of laws and codes pertaining to the care and record keeping of sheltered animals and veterinary hospital operations.
- Ability to work with and treat a variety of species.
- Outstanding record-keeping and patient documentation skills.
- Practices excellent quality medicine and upholds the veterinary code of ethics.
- Knowledge and willingness to provide subsidized sterilization and wellness services to publicly owned animals.
- Ability to humanely handle and restrain animals.
- Positive attitude with the ability to quickly pivot when needed.
- Demonstrates the ability to communicate effectively, both verbally and in writing, and to follow instructions as given in either form.
- Ability to handle stressful and/or difficult situations as presented by visitors, staff and/or volunteers.
- Ability to multi-task, prioritize, delegate, and adhere to deadlines.
- Ability to operate standard office equipment.
- Proficiency with MS Word and Excel.
- Ability to be vaccinated with pre-exposure rabies, or able to provide proof of previous vaccination and adequate titer.
- Must possess a valid Driver's License and insurable driving record.

Salary and Benefits:

The salary for this position depends on the length and breadth of experience. Eligible for full benefits package including: paid time off, medical, dental & vision insurance, life insurance, long-term disability, and tax- deferred retirement plan. The Humane Society of Washington County is an Equal Opportunity Employer and welcomes applications from individuals who contribute to our diversity. We are an at-will employer and conduct pre-employment background checks and drug screening. This job description reflects the assignment of essential functions; it does not prescribe or restrict the tasks that may be assigned.

Working Conditions:

Work environment may have regular exposure to adverse environmental conditions, such as zoonotic disease, parasites, dirt, dust, pollen, odors, humidity, rain, fumes, temperature and noise extremes, pathogenic substances, animal attacks or animal bites. The noise level in the work environment can be very loud. Occasional lifting of up to 50 pounds with reasonable accommodation. Standing on feet for 8 – 10 hours per day. Computer usage.

Employment Disclaimer: This job description is not a contract. Management reserves the right to change its contents at any time. The HSWC complies with guidelines set forth in the Americans with Disabilities Act of 1990 and does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, age, disability, or status as a disabled veteran or veteran of the Vietnam era. This organization is an Equal Opportunity Employer. The Humane Society of Washington County is an at-will employer.