



POSITION DESCRIPTION

POSITION: Veterinarian

REPORTS TO: Veterinary Director or designate

SUPERVISES: SPHS RVT staff for the Veterinary Director

The Humane Society of Kitchener Waterloo and Stratford Perth is a recognized Canadian leader in Animal Welfare that represents two shelters; Kitchener-Waterloo Humane Society (KWHS) and the Stratford Perth Humane Society (SPHS). We are the leader in Animal Welfare in our communities focusing on the responsible treatment of animals through education, compliance, advocacy and care.

Under the direction of the Veterinary Director or designate, the Veterinarian will assist in the provision of a broad range of best practices and protocols that form part of the animal welfare mandate of The Humane Society.

The values that are the basis of this organization are that all animals deserve to be treated with respect, dignity, empathy and compassion. All animals have an intrinsic value in improving the quality of life of an individual, family and community. And, public education on the humane treatment of animals leads to a more civil society and a better world.

As a forward-thinking team player who is comfortable with a fast-paced, ever-changing but often stressful environment, the Veterinarian will openly take on the challenge of juggling multiple demands and will work collaboratively with others.

Responsibilities include best efforts to ensure the health, wellness and welfare of all animals within the Kitchener-Waterloo and Stratford Perth Humane Societies at all times working collaboratively with a team comprised of Veterinarians, RVT's and Animal Care staff.

PRINCIPLE ACCOUNTABILITIES:

- Adhere to departmental policies and procedures, promoting the Centre's mission and values relating to Animal Welfare.
- An active team member will take direction from the Veterinary Director or designate while demonstrating a commitment to achieving departmental goals.
- Work closely and correspond regularly with fellow team members regarding departmental needs and activity, providing relevant updates on a regular basis to the Veterinary Director or designate.

- Provide the following veterinary services, included by not limited to:
 - Health checks, vaccinations and deworming of all animals in the care of the Society;
 - Examinations and diagnostic testing required to determine health of animals in the care of the Society, such as:
 - Subsequent treatment, pain control and when required euthanasia necessary to alleviate pain and suffering of animals in the care of the Society;
 - Post mortem examinations as required for medical or cruelty concerns
 - Perform surgeries for The Humane Society shelters such as:
 - Adult and juvenile spays and neuters;
 - Prescribed dental work to alleviate pain and suffering;
 - Regularly scheduled surgeries to prevent pain and suffering;
 - Emergency surgeries to alleviate pain and suffering
 - Provide education, training and information for Society staff and volunteers to maintain or improve the Society's operational proficiency in the care and treatment of shelter animals.
 - Coordinate with Animal Care Manager on medical cases to determine prognoses and treatment plans
 - Perform examinations, basic medical care and routine surgeries (ie. spay/neuter or other surgeries authorized by owner) of owned animals through Community Assistance Program/HAV Coalition
 - Perform examinations, basic medical care and routine surgeries (ie. spay/neuter/wound repair) for rescue cats through weekly "Rescue Program"
 - Create and update medical treatment protocols for specific medical conditions as required
 - Generate adopter information sheets outlining basic medical conditions/procedures as required
 - Basic examination and treatment of injured or ill wildlife presented to the society as required
 - Communication with the public – including fosters and potential owners regarding their animal's health concerns or medications the animal is starting on
 - Completing necessary paperwork for all wellnesses, medical examinations and surgeries through the utilization of PetPoint or hand written notes
- Assist in investigations including criminal investigations, providing written reports in connection with such examinations and appearing as a witness in any hearings of any kind related to the business of the Society
- Assist in the creation or editing of standard operating procedures and protocols for the SPHS shelter
- Transport supplies and animals between the sister shelters when required
- Rotate between SPHS and the KWHS both surgically and medically as scheduled
- Work closely with the education department to help organize and run additional programs when approved by the Clinic Director
- Mentorship and training of veterinary externship students in medicine and surgery

- Organize microchip and rabies clinic at the Stratford Perth Humane Society and other public events
 - Liaison with public health and local veterinarians

In addition to the duties listed above, the Centre expects the following of each staff member: adhere to The Humane Society policies and procedures; work in a safe manner; act as a role model within and outside the Centre; seek out opportunities for continuous professional development; perform duties as workload necessitates; maintain a positive and respectful attitude; communicate regularly with the Clinic Director or designate about department issues; demonstrate efficient time management and prioritize workload; consistently report to work on time prepared to perform duties of the position; meet department productivity standards; participate in The Humane Society events as needed or required; and, complete other duties as assigned.

The above statements are not intended to be an all-inclusive list of the duties and responsibilities of the position. Rather, they are intended only to describe the general nature of the position.

POSITION REQUIREMENTS:

The following are general descriptions of some of the requirements necessary to carry out the duties and responsibilities of this position. The Veterinarian must have the following skills, among others:

- must have a caring and compassionate veterinary philosophy, be proficient in both medicine and have strong surgery skills
- must be confident and able to work independently
- Strong sense of teamwork and collaboration, with the ability to foster the same amongst others
- Interpersonal skills to deal with multiple and differing behaviours of fellow staff
- Must treat animals humanely, with compassion and concern both on and off the job
- Ability to manage physical requirements of the position for extended periods of time
- Ability to function effectively under stressful and ambiguous circumstances
- Organizational skills in order to meet time demands and multiple duties
- Ability to manage multiple and sometimes conflicting priorities and deliver timely results
- Computer literacy – Microsoft Windows and Word, PetPoint shelter system and basic knowledge of typical office equipment.
- Hold valid Class “G” Ontario driver’s license.
- Hold a valid and current license with no restrictions with the College of Veterinarians of Ontario

The Veterinarian must demonstrate ability to work effectively with others (including Management, Co-workers, resident Veterinarians, Customers etc.) by sharing ideas in a constructive and positive manner; listening to and objectively considering ideas and suggestions from others; keeping commitments; keeping others informed of work progress, timetables and issues; and, addressing problems and issues constructively to find mutually acceptable and practical business solutions.

WORKING CONDITIONS

- An emotional and stressful environment due to the nature of our work with animals that come to the Centre in various conditions (eg. many animals that have been abused, mistreated, neglected and/or that have behavioural issues, and/or are suffering from varying degrees of ill health).
- An emotional and stressful environment due to the necessary humane practice of euthanasia.
- Areas with strong odours and high noise levels in regards to barking and other animal noises.
- Exposure to animal bites, scratches, infections and infectious diseases.
- Risk of injury from slippery floors and working with toxic and corrosive cleaners.

COMMITMENT:

- Able and willing to volunteer for work-related, community events that occur after regularly scheduled work hours.
- Demonstrated regular and consistent attendance and punctuality.
- Core scheduled hours will be Monday –Friday and may include some weekend hours to support The Humane Society events and Spay/Neuter Initiatives.
- 24 hours per week with the ability to go to 40 hours a week as programs expand.

APPLICATION SUBMISSION:

Please submit your **resume with cover letter** to the attention of **Kim McDonald, Human Resource Manager**, via email at [*kim.mcdonald@awasco.ca*](mailto:kim.mcdonald@awasco.ca)

We thank all candidates for their applications; however only those selected for an interview will be contacted.

SPHS welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.