

Position Title: Staff Veterinarian

Status: Exempt

Position Overview: We are seeking a highly skilled and passionate veterinarian to support the medical and surgical needs of our shelter animals and provide HQHV Spay/Neuter surgeries. This position offers a unique opportunity to make a substantial impact on the lives of animals and people in our community.

Reports To: Chief Veterinarian

Supervises: Volunteers as needed

Key Responsibilities:

Providing Medical and Surgical Care

- Direct and perform comprehensive medical services to all animals in shelter and foster care, including physical examinations, diagnostics, medications, and treatments
- Perform surgeries on shelter animals, including spay/neuter surgeries, wound repairs, entropions, enucleations, mass removals, cystotomies, amputations, and more
- Perform dental procedures on shelter animals, including cleanings and extractions
- Perform high-quality, high-volume, safe spay/neuter surgeries for shelter animals, public pets, and community cats
- Provide compassionate pre- and post-operative care, monitoring patients closely to ensure their comfort and safety
- Maintain accurate medical and surgical records and contribute to the overall efficiency of the veterinary services and public spay/neuter programs
- Compassionate communication with all stakeholders (internal and external), providing the highest level of customer care to our patrons and foster care families
- Providing compassionate end of life decision making

Coordinating Shelter Medical Operations

- Analyze and review medical protocols and procedures to ensure alignment with best practices in shelter medicine, and formulate and implement recommendations in collaboration with the Chief Veterinarian
- Continually improve the veterinary services program and ensure high-quality medical care and services for shelter and public animals, including animals in foster care.
- Pursue continuous professional development on shelter medicine best practices, HQHV surgical techniques, and adhere to ASV Guidelines for Standards of Care in Animal Shelters
- Focus on identification, treatment, and prevention of health concerns to support live outcomes for animals whenever possible
- Provide direction to veterinary services support staff as needed
- Provide training to shelter staff and volunteers on medical topics, including but not limited to medications, vaccinations, herd health, infectious disease, and quarantines

- Coordinate and assist with medical forensics for cruelty and neglect cases. Provide physical examinations, necropsies, treatment protocols, testimony, and documentation of animal(s) conditions to support the investigation with our field services department.
- Ensure a positive public image to enhance the operation of Hawaiian Humane Society and improve the quality of life for animals.
- Participate in opportunities to support organization-wide events, serving as a spokesperson, helping with fundraising support, and disaster response.

Job Conditions:

- Work Environment: Indoors in typical shelter environment and outdoors in all types of weather. With our beautiful climate we have many open-air enclosures for our animals. Hawaiian Humane Society has two beautiful campuses, one located in Ewa Beach and the other in Honolulu (Mo'ili'ili area, near UH Manoa).
- Equipment Use: Veterinary medical and surgical equipment, shelter cleaning equipment, computer and telephone systems.
- Other Materials: Commercial disinfectants, gas anesthetic, controlled substances.
- Hours: Full-Time or Part-Time availability. Full-Time veterinarians work 4 days per week, 10 hours each day. Flexible scheduling available. We are a 7 day a week operation to provide the best care possible to our animals and community. Some on-call triage support is required (all DVMs share rotation of on-call duties).

Requirements:

- DVM or VMD degree from an accredited veterinary school
- Active and unrestricted license to practice veterinary medicine in Hawaii or eligibility to obtain one
- Knowledge of current trends and best practices in shelter medicine and familiarity with the ASV Guidelines for Standards of Care in Animal Shelters
- Understanding of local, state, and national laws regarding animal shelter agencies, veterinary medical authority in the shelter setting, and infectious disease reporting requirements
- A progressive professional philosophy that humane organizations are partners working together with common goals to reduce pet overpopulation, improve animal welfare and support shelter diversion where possible
- Minimum 2 years' experience with high-quality/high-volume spay/neuter and other routine soft tissue surgeries with low complication/recheck rate
- Preferred clinical experience in a fast-paced shelter or humane organization treating health conditions common in shelter populations. Familiarity with infectious disease outbreaks and isolation/quarantine procedures
- Self-starter who is organized, innovative, flexible, detail-oriented, able to work independently with support but also function as a team member, passionate about our mission and goals.

- Personable, communicative, collaborative, patient, professional, empathetic, mature, and effective in engaging with a culturally diverse community
- Ability to problem-solve, prioritize appropriately, and apply best practices in shelter medicine to our patient population with guidance from the Chief Veterinarian
- Ability to prepare and present accurate and reliable reports containing findings and recommendations, including documentation and reporting of cruelty/neglect, or legal cases
- Passion for animal welfare and HHS's mission to make a positive difference in the lives of shelter pets and our community
- Willingness to provide guidance and training to staff, volunteers, students, and interns/externs as needed
- Ability to work at either campus

The above information on this job description has been designed to indicate the general nature and level of work performed by an employee in this classification. It is not to be interpreted as a comprehensive inventory, or all duties, responsibilities, and qualifications of employees assigned to this job. Management has the right to add to, revise, or delete information in this description. Reasonable accommodation will be made to enable qualified individuals with disabilities to perform the essential functions of this position.