

VETERINARIAN

(proposed new class)

DEFINITION

Under direction, provides high-quality medical care to all impounded animals; responsible for all medical treatments and surgical services performed at Yolo County Animal Services Shelter; supervises, trains, and oversees staff who engage in or assist with animal health, euthanasia, and other medical procedures; assists in developing, advancing, and implementing shelter medicine protocols; and advises others on animal care best practices.

DISTINGUISHING CHARACTERISTICS

This is a single position management classification that reports to the Director of Animal Services and supervises Registered Veterinarian Technicians and other shelter staff assigned to assist with medical duties.

Veterinarian is distinguished from the Director of Animal Services in that the latter has responsibility and significant authority for various administrative and managerial operations within the Animal Services Shelter and is not required to possess specialized knowledge and credentials to examine, diagnose, and prescribe medical or surgical treatment for any ill or injured animals at the shelter.

ESSENTIAL FUNCTIONS

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

- Performs spay/neutering surgeries at the shelter facility, or at offsite locations as determined by and coordinated with the Director of Animal Services.
- Examines, diagnoses, and performs routine and emergency medical treatment on impounded animals; vaccinates animals against diseases common to canines, felines, and other animals commonly found in shelters; and performs other procedures or treatments necessary for maintaining herd health.
- Recommends and drafts policies and guidelines for the County animal health program; assists in developing, advancing, and implementing shelter medicine protocols; and advises on best practices for animal care.
- Ensures humane medical treatment of all animals seen in the shelter by providing training and oversight for staff engaging in or assisting with medical procedures and ensuring staff properly identifies animals requiring medical intervention or isolation.
- Reviews medical conditions of impounded animals for the purpose of providing adequate treatment and performing euthanasia of designated animals.
- Works collaboratively with shelter staff on shelter animal medical needs; responds to inquiries from the public and press; maintains effective community relations; and participates and works collaboratively with Relief Veterinarians and other medical support staff during community spay/neuter clinics and events.

- Oversees the ordering of supplies (e.g., medication and drugs, Drug Enforcement Administration (DEA) regulated substances, etc.) and equipment relating to animal health and supervises the use of controlled substances.
- Assists enforcement officers with animal cruelty, animal bite, and rabies exposure investigations when medical intervention or advice is needed.
- Assigns, directs, trains, and evaluates staff in coordination with the Director of Animal Services to ensure adherence of animal care protocols, regulations, laws, and best practices.
- Prepares reports and press releases; conducts studies; maintains records of activities; and assures problems are promptly reported.
- Provides professional input on wildlife and exotic animals requiring medical care.
- Performs related duties as assigned.

EMPLOYMENT STANDARDS

Education: Graduation from an accredited college or university with a Doctor of Veterinary Medicine degree, **AND**

Experience: One (1) year of experience in the diagnosis and treatment of animals in a clinical setting, private practice, or shelter environment, including the performance of surgery.

Licenses:

A valid license issued by the California Board of Examiners in Veterinary Medicine to practice as a Doctor of Veterinary Medicine is required prior to appointment.

This classification also requires incumbent to possess and maintain a valid California driver's license, Class C or higher, to carry out job related duties. Individual who does not meet this requirement due to a physical or mental disability may request a reasonable accommodation.

Special Requirement

The incumbent in this classification is required to begin the Rabies Vaccination Series within the first 30 days of employment. Failure to begin and complete the Rabies Vaccination Series may be cause for discipline, up to and including termination.

KNOWLEDGE & ABILITY

Knowledge of:

- Modern techniques for treating various animals for common diseases and injuries such as, but not limited to, aseptic surgical techniques, laboratory analysis and emergency aid techniques, autoclaving, surgical pack preparation, and proper sterilization techniques
- Surgical procedures for spaying and neutering canines, felines, and other common shelter animals

- Standard guidelines of the veterinary profession that are used in the State of California
- Laws, codes, regulations, and policies affecting animal care operations and programs
- Identity and behavioral patterns of animals; disease symptoms and physical behavior characteristics of domestic animals and common breeds of dogs, cats, exotics, livestock, and wildlife; and animal care and husbandry
- Drug Enforcement Administration (DEA) required recordkeeping for Schedule II narcotics
- Quality assurance procedures and techniques of shelter medicine and best practices
- Principles and practices of leadership, training, and conflict resolution

Ability to:

- Read, interpret, and apply applicable rules, regulations, codes, laws, and ordinances that affect the animal shelter medical program operation and administration and govern the control and humane treatment of animals
- Analyze program needs to develop, recommend, update, and implement operational procedures, policies, and protocols
- Use effective communication skills, both oral and written, to prepare clear, complete, and technically accurate reports and deal tactfully with others
- Establish and maintain effective working relationships with co-workers, County constituents, and animal welfare organizations
- Effectively provide training and instruction to personnel on a variety of medical techniques common to animal care
- Analyze situations to reach sound conclusions and take appropriate action
- Determine surgical needs based on the animals' health status
- Use a computer and applicable software to prepare and maintain written records

ENVIRONMENTAL & FUNCTIONAL FACTORS

Incumbent in this class will perform work inside and outside of buildings in all types of weather conditions and in unsanitary environments; work in confined spaces alone or closely with others; and work in and around animal fur, dander, and excrement. The incumbent will be exposed to chemicals and infectious, poisonous, and threatening animals. The incumbent must be able to deal with stressful situations and those in distress calmly, compassionately, and tactfully. The incumbent may need to work weekends, holidays, nights, and respond to emergency animal services assignments during off duty hours.

MEDICAL CLASS

This classification requires the incumbent to sit, stand, walk, and bend most of the time while kneeling, squatting, crouching, reaching, pulling, pushing, and stooping. Incumbent frequently lift animals and objects up to fifty (50) pounds and occasionally lift up to one

hundred (100) pounds. Incumbent also needs manual dexterity, visual acuity, color and depth perception, good hearing, and eye-hand coordination to use a variety of office and surgical tools or equipment, type reports, read documents, care for animals, and operate motor vehicle.

CLASS SPEC HISTORY

Established Date: TBD

Revision Date:

DRAFT