



JOB DESCRIPTION  
**STAFF VETERINARIAN**

*FLSA Status: Exempt*

ACCT Philly is a non-profit organization that provides animal control and sheltering services to the City of Philadelphia. As an open admission shelter and a member of the Philadelphia No Kill Coalition, we are committed to pursuing best practice and partnerships in our efforts to save all healthy and treatable animals as far as our resources and capacity for care will permit. Our annual intake averages 19,000 and consists largely of stray and unwanted pet dogs and cats, with some wildlife and exotic species. Our live release rate is approximately 83 percent. We are open for urgent animal admissions 365 days a year, with on call emergency response services 24 hours a day. Our mission is to protect the health, safety, and welfare of the people and animals of Philadelphia by providing shelter, care, and lifesaving effort for animals in need. Our shelter statistics are posted online at [www.acctphilly.org](http://www.acctphilly.org).

**SUMMARY**

The staff veterinarian is an essential part of the medical team and is primarily responsible for performing all aspects of veterinary work including physical exams, diagnostic tests, surgical procedures and maintaining proper record keeping for sheltered animals. They perform daily rounds, initiate and follow up on treatment plans, assist in ensuring timely and humane movement of animals through the shelter and assist shelter staff in implementing and following disease control protocols and procedures.

Our veterinarians generally divide each day between shelter medical rounds, spay/neuter surgeries and foster/immediate post-adoption clinic appointments as needed to support shelter operations. A typical day may start with "vet checks" which are assessments of identified sick or injured shelter animals, followed with 20-30 sterilization surgeries, and wraps up with a walk through of all housing areas monitoring animal wellbeing and general health. Our veterinarians are supported by 5-8 veterinary nurses each day who are trained in shelter procedures, the Veterinary Services Manager, and report directly to the Medical Director (a veterinarian).

**ESSENTIAL SKILLS**

- Knowledge of contemporary shelter medical protocols including vaccination on intake, risk assessment and infectious disease principles. Knowledge of various species, primarily dogs and cats, and familiarity with symptoms of diseases common to dogs and cats.
- Knowledge of preventive, diagnostic and therapeutic veterinary treatment of companion animals.
- Comfortable with routine spay neuter, ideally comfortable with High Quality, High Volume Spay Neuter techniques. Our staff veterinarians are very comfortable teaching these techniques and the ideal candidate is either also comfortable in teaching or eager to learn these essential skills.

- Strong communication skills in a frequently challenging environment where multiple cases are managed concurrently and often communication with an adopter, foster or rescue partner is made through a third party such as nursing or lifesaving staff.
- Comfortable with both individual and herd population health management for companion animals in a shelter environment. Able to make treatment recommendations for an individual animal including identifying when the needs of the animal exceed the shelter's capacity to care for them, and to recommend the needed care that a foster, adopter or rescue/transfer partner would need to provide.
- Comfortable with advising on euthanasia decision making, to alleviate and prevent suffering. The shelter veterinarian is NOT responsible for euthanasia decisions that relate to shelter capacity such as space and time constraints, however may advise the population management team of animals that are at risk of suffering or in need of care that is not easily provided in the shelter setting.
- Interested in the implementation, maintenance and refining of medical policies and procedures, keeping abreast of contemporary shelter veterinary medical practices and supporting ACCT Philly's goal of continuous improvement in lifesaving and animal care.
- Comfortable with electronic medical records, email communication and Microsoft office suite. The ideal candidate has experience with PetPoint shelter software program, however training is available on the job and through web based programs.
- Comfort and ability to work with animals of unknown disposition and those who may exhibit medical and other problems, as well as aggressive tendencies.
- Ability to lift and move objects and animals weighing up to 30 pounds for short distances and to humanely restrain an animal when necessary.

## **RESOURCES AVAILABLE**

- ACCT Philly veterinary nursing staff with varied background in animal welfare, who provide direct animal care and treatments as guided by the Medical Director, Staff Veterinarians and Nursing Care manager.
- 2-3 surgical nurses are present at all times when surgery is ongoing, most days with additional volunteer support.
- In house diagnostic abilities include: Idexx Counter top ProCyt Dx Hematology Analyzer and two Catalyst One Chemistry Analyzer units, 9 Snap Pro test readers to use with FeLV/FIV and 4DX Snap® patient side tests, microscope, diff quick stain and fecals via zinc flotation.
- Radiographs can be performed through the PSPCA however are rarely performed, as these cases are generally referred for rescue/transfer to be managed out of the shelter.
- Partnership with University of Pennsylvania School of Veterinary Medicine includes no cost consults with teaching staff when on shelter campus for rotations and frequent communication with the U Penn Vet Shelter Medicine Program.
- Continuing education allowance per year, in addition to reimbursement for PA license.

## **WORKPLACE ENVIRONMENT**

- ACCT Philly is open to the public 8am to 8pm on weekdays and 10am to 6pm on weekends and holidays, and may have as many as 300 interactions with the public in a given day. Employees are encouraged to remain professional, respectful and empathetic especially during interactions that can be emotionally charged and difficult for the customer and employee.
- The fast pace and rapid turnover of patients in an open intake facility such as ACCT Philly requires an innovative approach to maximizing the medical department's support of lifesaving programs with the resources available, and a commitment to continuous review and improvement in procedures to assure we are maximizing the potential for live outcomes while preventing and mitigating animal suffering.
- All medical staff are expected to work closely with volunteer veterinarians and veterinary students to expand ACCT Philly's capacity for care and treatment, yet remain transparent when communicating the limitations in treatment capacity in the shelter environment.

- Our veterinarians are also expected to model a humane and caring attitude toward all animals and to treat all animals with compassion, especially those that are sick, injured, feral or aggressive.
- The ideal candidate is eager to demonstrate the ACCT Philly core values of Transparency, Respect, Innovation, Commitment, Empathy and Professionalism.

### **EDUCATION AND LICENSURE REQUIREMENTS**

Veterinary licensure in the State of Pennsylvania or licensure in another state with the intent and ability to gain licensure in the State of Pennsylvania within 2 weeks of being hired. Knowledge of, interest and passion in, or continuing education performed in the field of shelter medicine, high-quality, high-volume spay/neuter and high-volume, low-cost veterinary medicine. Valid driver's license with no record of convictions.

**IMMEDIATE SUPERVISOR** Medical Director

**HOURS** FLSA STATUS: EXEMPT POSITION Minimum of 8 hours per day, 40 hours per week. Daily hours and days of the week may vary according to the needs of the department schedule. Includes some weekends, evening, holiday and on-call work.