Join the ACCT Philly Pack

Full Time Staff Veterinarian
About ACCT Philly

The Animal Care and Control Team of Philadelphia (ACCT Philly) is a 501c3 nonprofit organization founded in 2011 to provide animal care, control and code enforcement for the protection of public health and safety for the people and animals of the City of Philadelphia. It is the city’s only high-volume, open-admission shelter, and operates from a 19,000 square foot city-owned facility in North Philadelphia. ACCT Philly provides field response 24 hours a day, every day of the year for the 1.5 million residents of Philadelphia County.

The organization takes in more than 18,000 animals annually, and in 2018 achieved an 85 percent live release rate with nearly 5,700 adoptions and over 6,100 additional animals transferred to rescue partners. Since its inception, the organization has reduced intake dramatically through progressive strategies such as a community cats program, surrender prevention, and intake diversion. In addition to collaborating with hundreds of rescue partners throughout the region, ACCT Philly’s dedicated lifesaving staff manages a robust foster program, satellite adoption locations and offsite events, forward thinking return-to-owner policies, and a strong shelter-neuter-return program.

ACCT Philly’s mission is to provide shelter, care and life saving efforts for homeless, abandoned, and abused animals and protect the health, safety and welfare of the citizens of Philadelphia, providing a benefit to all of the citizens of the City regardless of race or economic status.
THE OPPORTUNITY:

The staff veterinarian is an essential part of the medical team and responsible for meeting the medical needs of ACCT’s animals, at the direction of the Medical Director, and in concert with the greater medical team. Currently, the department is comprised of the director, the staff veterinarian, a medical manager, and a cohort of support staff, with an intent to secure funding and develop the team further to better meet the needs of the animals in our care. Additional support is provided by contract veterinarians.

The staff veterinarian helps to ensure that ACCT’s animals are provided all aspects of veterinary care including physical exams, diagnostic tests, surgical procedures as well as maintaining proper record keeping for sheltered animals. The medical team perform daily rounds, initiate and follow up on treatment plans, assist in ensuring timely and humane movement of animals through the shelter framework.

In the last five years, intake at ACCT Philly has decreased by 51 percent and its live release rate has increased by 20 percent. The newly formed Philadelphia No-Kill Coalition, consisting of 23 member rescues, shelters, and service providers was co-founded by ACCT Philly, works daily to continue amassing the resources and programs needed to save and serve the animals still being lost to treatable or preventable conditions.

While in recent years the shelter has faced challenges due to the lack of space within its facility, considerable improvements have been secured such as:
• 9,000 square feet of additional space in the current facility to be available by March 2020.

• A new and expanded welcome center that will enable animal intake to be separated from adoption, reducing the spread of disease as a result. Construction began in September of 2019.

• $250,000 worth of new canine kennels that allow for easier sanitation and more visually appealing housing, to be installed early 2020.

• $750,000 for a new roof for the facility.

• An X-Ray machine for the facility.

• Consulting and training by national shelter medicine experts.

FINANCIAL:

Since 2012, the organization has held a contract with the City of Philadelphia for the majority of its operating funds. In fiscal year 2019, its revenue from the city will be approximately $4.3 million, and its total budget, including donations and grants, will be approximately $5.2 million. The city also provides significant in-kind support through maintenance of and improvements to the building. During the last several years financial support for the organization has steadily increased, and donations increased by more than 100 percent in the first eight months of 2019.

THE POSITION:

The staff veterinarian helps ensure that ACCT’s animals are provided all aspects of veterinary care including physical exams, diagnostic tests, surgical procedures as well as maintaining proper record keeping for sheltered animals. The medical team perform daily rounds, initiate and follow up on treatment plans, assist in ensuring timely and humane movement of animals through the shelter framework.

Core responsibilities include:

Direct Care

• Provide direct care to animals in ACCT’s care in whatever capacity required including but not limited to medical rounds, creation of treatment plans, participation in pathway planning, surgery, exams and euthanasia.
• Perform exams on shelter pets, including those who have been in foster care, to assess health, diagnose disease, injury or illness, and develop treatment plans or recommendations for outcome

• Document all pertinent medical information in animal records, using ACCT’s shelter management software, and according to standard veterinary practice

• Perform emergency euthanasia as needed

• Review and address reports of concern and requests for vet checks from other medical and non-medical staff and volunteers

• Disease identification and surveillance, including daily rounds

• Efficiently stabilize and manage a variety of trauma cases, including vehicular traumas, high-rise traumas, victims of animal fighting, etc.

• Recognize, manage and treat a wide variety of medical conditions, with a particular focus on infectious diseases

• Administration and monitoring of anesthesia

• Performance of routine surgery, focusing on high-volume high-quality spay/neuter

• Collect appropriate samples and perform and/or request appropriate laboratory tests, including decapitation for rabies testing

• Interpretation of laboratory data and radiographs

• Properly record all drug activity, DEA logs, and statistics as required by law and ACCT policy

• Recognition and documentation of cruelty cases, including preparation of veterinary statements and expert witness testimony as needed

• Necropsy examinations of deceased animals

• Work with the Medical Director to ensure compliance with relevant state law and city code

• Other duties as assigned by the Medical Director

Collaboration & Communication
• Upon diagnosis, coordinate with other ACCT personnel to provide recommendation and create pathway plans to facilitate animals leaving our care

• Coordinate with contract veterinarians to ensure continuum of care for all ACCT animals

• Communicate, either directly or via other ACCT personnel, with adopters, fosters, and rescue partners as it relates to animal health, treatment, or future medical needs

• As department grows, act as senior staff to new hires, providing coaching and mentorship

• Embody the ACCT Philly core values of Transparency, Respect, Innovation, Commitment, Empathy and Professionalism at all times, with all stakeholders

**ESSENTIAL SKILLS:**

• Knowledge of contemporary shelter medical protocols including vaccination on intake, risk assessment and infectious disease principles, behavior pharmacology, and HQHVSN principles.

• Knowledge of various species, primarily dogs and cats, and familiarity with symptoms of diseases common to dogs and cats.

• 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 advising on euthanasia decision making to alleviate and prevent suffering but committed to explore all options for lifesaving to further ACCT’s commitment to live outcomes for all adoptable and treatable animals.

• 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.

**EDUCATION AND EXPERIENCE REQUIREMENTS:**

• Doctor of Veterinary Medicine or equivalent degree from an accredited college or
Minimum one year of experience in veterinary medicine. Experience in shelter medicine, community medicine, and/or HQHVSN preferred.

- 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 two 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.

COMPENSATION AND BENEFITS:

- Salary starting at $90,000 - $95,000 commensurate with experience
- $10,000 signing bonus*
- 401k
- Earned sick leave, paid vacation and holidays
- Reimbursement for Pennsylvania license
- Annual continuing education allowance
- Professional dues and license fees covered

RESOURCES AVAILABLE:

- ACCT Philly veterinary nursing staff, including a team manager, with varied background in animal welfare and veterinary medicine
- 2-3 surgical nurses always present when surgery is ongoing, most days with additional volunteer support.
- In house diagnostic abilities include: Idexx Countertop ProCyte 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 partners; ACCT is in the process of fitting out an X-ray room.
- 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.

*terms apply
THE CITY OF PHILADELPHIA:

The sixth largest city in the United States, Philadelphia is considered to be the economic and cultural anchor of the Delaware Valley. With a population of 1.5 million, it is rated one of the best walking cities in the country and is quickly becoming one of the most bike friendly, with more than 1300 bikes that can be rented throughout the city and more than 440 miles of dedicated bike lanes. Built on a grid, it’s easy for newcomers to navigate around the city whether by foot, bike or car, and there is ample public transportation available including buses, subways, trolleys and regional rail lines.

Home to the Declaration of Independence and the Liberty Bell, the city is also a nationally recognized center for the fine and performing arts. Philadelphia is home to many prominent museums, including the Philadelphia Museum of Art, the Barnes Foundation, the Rodin Museum, the Franklin Institute and others. It is also home to the internally recognized Philadelphia Orchestra.

Families enjoy the various child friendly museums and activities, and three suburban school districts are among the top 25 in the country as rated by Niche.com.

For those more interested in the social scene, Spruce Harbor Park and Race Street Pier are among the popular Delaware River waterfront places to be, and the city hosts numerous events and festivals throughout the year.

To apply: Please send cover letter, resume, and salary requirements to search@acctphilly.org