



Job Title: **Veterinary Medical Director**

Department: Veterinary Services

Classification: Full time, exempt & non-seasonal or contract

Job Relationships: Reports to the CEO. Provides medical direction and oversight to veterinary services department on main campus and satellite locations.

Position Summary: Responsible for leading the veterinary services department, setting medical direction, protocols and policies for comprehensive care, treatment and surgical services for homeless pets sheltered by the Humane Society by working closely with our partners at The Ohio State University College of Veterinary Medicine, with cruelty investigators, our veterinary services team and foster volunteers. Provides direct clinical care.

Duties and Responsibilities:

1. Oversees veterinary evaluation and triage process for animals as they are admitted to the shelter including physical exam, vaccinations and diagnostic work. Conducts and evaluates ongoing medical care and treatment plans for animals housed at Columbus Humane, satellite shelters including, offsite adoption locations, and foster homes. Oversees herd health management and works in partnership with Staff Veterinarians and the Animal Care Manager to draft, refine and implement policies and protocols related to disease prevention and control for the health and safety of animals in Columbus Humane's care. Ensures the daily administration and implementation of the shelter disease control program. Oversees the Veterinary Services Department in decision-making for the care, treatment and outcome of animals served.
2. Works in partnership with the Hospital Manager to ensure veterinary services staff have clear medical direction and helps to ensure adequate staffing coverage. Provides timely and accurate feedback on staff performance as it pertains to delivering outstanding veterinary care.
3. Works in partnership with the Ohio State University College of Veterinary Medicine shelter medicine and surgical rotation's faculty and senior veterinary students to ensure an exceptional learning experience for students and safe, successful clinic services for animals treated.
4. Performs animal surgical preparation, surgical procedures and aftercare as necessary, including spay/neuter and other surgeries as needed. Monitors euthanasia program procedures; and participates in the process of evaluation of animals for euthanasia as necessary.
5. Assists in the field with recoveries and investigations of animals when on-site medical expertise is required by the Cruelty Investigations Department (CID). Provides expert opinions in the form of written documentation and verbal testimony as required in support of ongoing investigations of CID.
6. Provides occasional on-call support for after hours animal emergency services; maintain flexibility to help the Humane Society provide appropriate services to the animals, clients and staff members.
7. Provides services and education to community clients as necessary, including adopters and feral cat

caregivers. Assist and support the Foster Care program as needed. Provides consultation on veterinary issues to internal and external constituents, including opportunities to conduct seminars and other educational opportunities.

8. Oversees and ensures thorough and accurate animal medical charts and sterilization records as well as treatment sheets for all animals in care including complete medical summary, autopsy reports and any treatment data. Data entry as required to maintain animal records.
9. Oversees the accurate recording and securing of controlled substances in partnership with the RVT Logistics Coordinator.
10. Participates in the annual budgeting process in partnership with the HM. Reviews monthly financial reports to ensure performance within budget.
11. Actively promote the Society's mission, services, programs and events. Participate in fundraising as requested. Assists and participate in special events as scheduled or requested.
12. Actively support staff and volunteers; promote the development of skills related to the advancement of our goals and mission. Represent the Society in a professional and courteous manner at all times, especially when under pressure. Provide quality service to customers, volunteers, and staff recognizing their individual contribution to the success of our organization.

Supervisory Responsibilities:

Oversees and supports the day-to-day work of veterinary services working in partnership with other departments to ensure client and animal needs are met. Serves as a department leader and represents the department on the Columbus Humane leadership team.

Skills & Qualifications:

DVM/VMD degree from accredited university. Licensed to practice in the state of Ohio. Experience and strong working knowledge of infectious disease in companion animals and in animal shelter/herd health medicine and is a must. Experience in HQHV spay/neuter, exotics and farm animal/ backyard poultry husbandry and medicine strongly desired. Experience with Microsoft Office and PetPoint software a plus. Must possess a valid Ohio Driver's License and insurable driving record. Must be able to obtain a DEA license.

Excellent leadership and oral and written communication skills. Ability to remain calm and professional in an emotionally and physically demanding environment. Ability to make decisions in the best interest of the animals, the organization, and the invested people, even when it is difficult or challenging. Exercises good judgment when dealing with the public, staff, volunteers and when dealing with confidential information. Experience managing paid staff, and comfort in providing direct feedback and coaching regularly. Detail-oriented, yet able to see/remember the bigger picture at the same time. Excellent at multi-tasking. Outstanding customer service skills. Committed to maintaining the integrity of Columbus Humane and its programs.

Working Conditions:

Work is performed in an animal shelter setting. Standard office and surgical environment, with exposure to hazardous chemicals, anesthetics and sharp objects, potential of exposure to parasites and infectious diseases that can be carried and transmitted by animals. Individual will have extended periods of sitting, standing, stretching and bending. Must be able to lift 50 pounds.

WHO WE ARE

Columbus Humane is a non-profit 501(c)(3) animal welfare organization in Columbus, Ohio serving over 8,000 animals in our community a year. We have been advancing animal welfare in central Ohio since 1883. We are more than just a shelter. We are a progressive animal welfare organization. We provide the highest quality medical care and an increasingly diverse enrichment program to our animals. We strive to provide strong support to the central Ohio community through innovative programming such as our Animal Support Center, EMBARK transfer network, Safe Haven, Rescue Clinic, and Community Cat Initiative TNR.

Columbus Humane is dedicated to providing only the highest quality of care for everyone we serve, animals and people alike. We are a team of experts—skilled, caring and compassionate people dedicated to our mission of fighting animal cruelty, helping animals in need and advocating for their well-being. We stand for maximizing the quality of life of a pet and enhancing the lives of pet owners. Our board, staff and volunteers are passionate about our mission and about the animals in our care.

Our veterinary hospital is newly remodeled and beautiful. It has a large 4 table surgery suite, radiology suite, and dental suite, as well as a spacious and bright main treatment area and exam rooms. We have digital radiography, digital dental radiography and a new dental machine and wet table. We have a well-equipped lab and well stocked pharmacy, and access to advanced medical care for many of our special needs cases.

Our veterinary services staff at our main location consists of the Medical Director, one full time Staff Veterinarian, six full time registered veterinary technicians, and two full time veterinary assistants.

WHY WE DO THIS

Our Core Brand Values

EXPERTISE Our knowledge is at a level above the rest. From our leadership to our volunteers, education is something we take seriously and we are always learning more. It is important that we continue to share this knowledge.

INNOVATION We are always evolving, growing and improving our programs and services, dedicated to implementing new and better ways to do our work. We know that change and new ideas can help to save and improve animal lives.

COLLABORATION We can't do this alone. We work together internally and with partners externally, uplifting each other in order to provide all animals the highest quality of care. Supporting our clients and their animals is a priority.

ENDURANCE We have history, helping animals since 1883, and we're not going anywhere. Through sometimes long days and nights, we are in this for the long haul.

WHAT WE ARE

Our Brand Attributes

UPLIFTING We want to be uplifting to everyone we come in contact with and leave every situation better than we found it. We have created an environment where our staff and volunteers flourish and where clients and animals can thrive.

RESILIENT Nothing gets us down. We push forward towards our mission and goals, using our expertise and resources to navigate any obstacles. We always follow through on our promises and objectives.

FLEXIBLE We know that no situation is the same. We approach each new challenge with open hearts and minds, using our wealth of knowledge to navigate our way through any situation.

VISIONARY We are at the leading edge of animal welfare programming and services, but we are always looking forward. Both nationally and locally, our peers look up to us and call on us for guidance.

OPTIMISTIC We bring a positive outlook to our work. Our history and outstanding results give us reasons to believe that there is a happy ending. Our outlook positively impacts our culture, team, volunteers, animals and clients.

PROFESSIONAL This is not a hobby for us. This is our calling. We are experts in our field, and collectively, we are a team committed to excellence.

EMPATHETIC We believe in truly listening to and supporting each other and those who come to us for help. With the utmost respect, we are committed to helping animals and their people.

PROTECTIVE We are fervent defenders of animal welfare. We are ever watchful and act quickly to protect animals from cruelty and abuse.