

MAUI HUMANE SOCIETY

Job Description

The Maui Humane Society's mission is to protect and save the lives of Maui's animals; accepting all in need, educating the community, and inspiring respect and compassion towards all animals.

Job/Position Title: Veterinarian

Date: September 2023

Status: Exempt

Primary Purpose: Provide high-quality medical care to shelter and public animals, oversee health management of shelter animals, and provide for the medical and surgical needs of animals. Contribute to medical protocols and standard operating procedures for medical evaluations and treatment of animals including disease control, sterilization, improvement of health and quality of life issues, and alleviation of suffering. Work collaboratively with MHS veterinarians and Director of Veterinary Operations to ensure medical treatment and handling of animals are kept to high-quality best practices.

We are looking for a well-rounded veterinarian to join our team as we expand medical services to animals in the community. We currently have a team of three full-time veterinarians and a strong support staff of RVTs and veterinary assistants. DVMs perform HQHVSN spay/neuter surgery as well as dentistry and specialty surgery, examine and treat shelter animals, and spend time in the community providing low or no cost services to the public. We are committed to the Access to Care movement and are building our community veterinary program. Maui Humane Society primarily cares for cats, dogs, rabbits, and guinea pigs and occasionally other small mammals, birds, turtles, and tortoises.

Essential Duties/Functions:

- Perform an average of 35-40 high-quality, high-volume spay/neuter surgical procedures per day using techniques determined as best practice in the veterinary field.
- Health assessment including behavioral assessment of shelter and public animals.
- Diagnose and treat a variety of medical conditions; perform soft tissue surgery and dentistry.
- Participate in euthanasia decision-making through a collaborative, thoughtful approach.
- Collaborate with veterinarians to keep medical SOPs up-to-date and in good standing based on best practices.
- Participate in training of MHS staff on veterinary-related topics.
- Maintain accurate medical and surgical records. Generate reports as needed.
- Maintain license/certification to perform health certificates for traveling animals.
- Maintain accurate medical records and safeguard all controlled drugs as required by law.
- Provide emergency overnight on-call support for MHS post-op care and to Humane Enforcement Officers (HEOs) on a rotational basis as needed.
- Work with the HEO team to evaluate, document, and provide testimony about animals involved in cruelty and neglect cases.
- Perform necropsies as needed.
- Provide compassionate and patient customer service to clients.
- Participate in public vaccination, wellness, and microchip clinics.
- Communicate with other departments to ensure smooth and efficient operations.
- Interact with co-workers and volunteers in an efficient and courteous manner to ensure a cooperative team environment amongst all departments.
- Maintain and promote a positive public image standard relevant to MHS.
- Attend and participate in departmental and shelter meetings. Attend educational venues as recommended/approved.
- Address and/or report any safety hazards or unsafe use of MHS equipment.
- Other duties as assigned.

Working Conditions: Air-conditioned surgical suite. Duties will include examination of animals in outdoor kennel areas and other buildings where animals are housed or where the public may need assistance. May be required to go into the field to provide veterinary assessment or assistance to Humane Enforcement Officers or for community outreach. Animals examined may vary in their temperament and tolerance of human handling.

Equipment Use: Telephone, cell phone, computer, leashes, halters, muzzles, various animal carriers, hair clippers, tourniquets, needles, syringes, euthanasia drugs, tranquilizers, injectable analgesics, surgery equipment and medical supplies.

Work Hours: This is a salaried position that requires flexibility. While a typical workweek will be 40 hours, various shelter needs and attendance at events and other functions may require adjusted hours. May be required to provide assistance after hours or when not on duty if emergency medical assistance is needed.

Mental Demands: Must have medical knowledge along with good judgment and self-confidence to make veterinary related decisions, including emergency decisions under stressful conditions. Must have the ability to multitask, prioritize, and handle high levels of stress. Position requires excellent organizational skills, as well as a high level of accuracy and attention to detail. Requires emotional capacity to handle euthanasia related decisions including communicating these decisions to the public when necessary. Requires the ability to think clearly, act quickly, and utilize sound judgment in a variety of situations.

Physical Demands: The majority of duties require staff to be on their feet. This position involves desk and computer work as well as crouching and bending to provide medical care to animals. Should be able to handle animals of various sizes and temperaments and have adequate reflexes to deal with shy, fearful, or potentially aggressive animals. Must be able to work at a fast and efficient pace while maintaining safety and health standards for both the workers and the animals.

Qualification Requirements

Minimum Qualifications:

- Have or be able to obtain a State of Hawaii Veterinary License.
- Doctor of Veterinary Medicine degree or equivalent.
- Have or be able to obtain a DEA license.
- Background in small animal medicine and surgery.
- Professional in appearance and behavior.
- Be proficient with Google apps (Gmail, Google Docs, Google Sheets, etc.), internet use, and database type software.

Additional Qualifications that would benefit this position:

- 5 years or more experience in the animal welfare field.
- 5 years or more experience in management.
- HQHVSN experience preferred.