



PUGET SOUND VETERINARY SPECIALTY & EMERGENCY

LEAD SURGERY TECHNICIAN - SURGERY DEPARTMENT

Puget Sound Veterinary Specialty and Emergency (PSVSE) is a new specialty hospital in the heart of the beautiful Pacific Northwest. We are building this practice from the ground up, a grassroots project! Come help us develop a great culture where your skills and experience are appreciated. Our core values of Respect, Integrity, Compassion, and Humility with the over-arching “Do The Right Thing” are the backbone and framework of how we practice medicine, care for ourselves, each other, our patients and their families.

Our technical and support staff are highly valued and cherished as critical members of the team. In addition to exemplary specialty and emergency medicine, we maintain a collaborative and collegial working environment that supports continued growth and learning in our hospital at all levels.

We are looking for a Lead Surgery Technician to join our growing practice to help advance our team to its full potential. The ideal candidate is compassionate, humble, and honest. You will utilize your clinical knowledge while working with a team that functions with a great deal of autonomy and responsibility. We pride ourselves on providing an environment where team members feel safe to learn and seek guidance from one another. At PSVSE, you will join a family of veterinary professionals that love to support and encourage each other.

Education/Experience Requirements:

- Minimum requirement of 5 years of surgical veterinary experience
- Minimum requirement of 2 years in a specialty surgical setting
- Previous veterinary leadership experience preferred

- Ability to teach and mentor less experienced professionals required
- Current Washington State Veterinary Technician License
- VTS in surgery or anesthesia
- A criminal background check will be required

Essential Job Functions:

- Lead the surgery department to deliver exceptional care to patients
- Demonstrate exceptional veterinary clinical skills and act as a role model for the surgery team
- Develop and train new and existing members of the surgery team
- Collaborate with surgeons and hospital leadership to ensure efficiency, effectiveness and compliance with hospital policies and procedures
- Identify areas of improvement and work towards finding solutions
- Implementation and oversight of infection surveillance and preventive program
- Participate in interviewing, making recommendations for hire and onboarding new team members onto the surgery team
- Help develop long-term strategies and efficiencies to grow our surgery department
- Provide positive recognition, performance coaching and feedback to team members
- Provide routine assessment of skills and knowledge of team members
- Work with the Director of Nursing to create and maintain department work schedules

Skills Required:

- Strong analytical and critical thinking skills
- Strong communication skills (both verbal and written)
- Advanced knowledge in surgery or anesthesia
- Accurate drug dosage calculations
- Anesthetic induction, monitoring and recovery
- All aspects of patient care including pre-op and post-op care
- Experience in training new team members
- Ability to consistently demonstrate efficiency, accuracy and thoroughness
- Ability to deliver results
- Desire to develop and progress in their own knowledge and skills
- Requires lifting up to 50 lbs
- Flexibility to occasionally work outside of regular hours

Benefits:

- Quarterly bonus program for all paraprofessional team members
- Health, dental, vision, and life insurance
- Health savings account
- Paid time off
- 401(k) with 3.5% company matching
- Wellness program for employee pets
- Discounted services
- Uniform allowance
- CE allowance

- Professional development assistance
- Employee assistance program

Join our movement to improve the lives of veterinary healthcare workers and work alongside some pretty amazing people. PSVSE was founded to offer people a place of employment where the support staff is as valued as the doctors. All employees at PSVSE are treated with respect regardless of title or position. We are devoted to building a workspace that integrates mindfulness and wellbeing and want to help you re-discover your professional purpose and passion for helping animals.

Job Type: Full-time Salary: \$38.00 – \$60.00 per hour Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Employee assistance program
- Employee discount
- Flexible spending account
- Health insurance
- Life insurance
- Paid time off
- Referral program
- Vision insurance
- Relocation assistance
- Retention bonus

Medical specialties:

- Anesthesiology
- Surgery

Schedule:

- 10 hour shift
- Day shift
- Monday to Friday

Supplemental pay types:

- Bonus pay

Ability to commute/relocate:

- Gig Harbor, WA 98335: Reliably commute or planning to relocate before starting work (Required)

Work Location: In person