

The Humane Society for Tacoma & Pierce County is the largest private shelter in the Pacific Northwest and carries seven municipal contracts throughout Pierce County. We are seeking a Director of Veterinary Services to join the team as part of our animal health program management. Tacoma is in the Puget Sound region of the Pacific Northwest, with access to year-round nature, a close drive to the cultural mecca of Seattle, and unique ecosystems to explore around the state. Veterinary Services boasts a full-service in-shelter animal care facility for dogs, cats, rabbits and other critters with Idexx in-house laboratory equipment and send-out testing options, digital dental and full body radiology, tonoscopy, mobile ultrasound, and electronic medical records. A dedicated 2 table surgical suite is available for HQHVSN surgery and a new 26 foot La Boit mobile S/N unit vehicle is on order for delivery for end of 2024 which will be put into service through our targeted TNR program. The Veterinary Department also includes 3 additional full-time Shelter Veterinarians, 4 full-time Licensed Technicians, 8 Veterinary Technician Assistants, 1 TNR Community Clinic Coordinator and 2 Foster Coordinators, who are versatile, dedicated employees with extensive experience and a passion for shelter medicine.

The Director of Veterinary Services (DVS) reports to the Chief Executive Officer (CEO) and works closely with the Chief Financial Officer, Chief Operations Officer, Director of Human Resources, Chief Development Officer, Operation Manager, Volunteer Manager, Customer Care Manager, operational staff and species leads. This position requires a minimum of five years of shelter medicine and surgical experience, at least three years of demonstrated progressive leadership in a shelter setting, and at least one year of experience working with behavioral case management of dogs and cats in a shelter or similar setting with knowledge of medical and behavioral techniques and programs commonly used in shelter settings. Management and career development mentorship and training will be provided as support to this position.

Position Details:

- Full-time position with a 40-hour weekly schedule. This position is strongly preferred to have a 5 day/week schedule due to the nature of behavior program management, but a 4/10 schedule will also be considered. The DVS will be expected to spend 50% of their scheduled time on the floor performing medical and surgical casework, and 50% will be administrative duties.
- WA State DVM license in good standing by the start of work. Ability to obtain a DEA license to become the Veterinarian of record for the program.
- Ability to perform 30-40 sterilization procedures per day with a mixture of dogs, cats and rabbits. Focused training in HQHVSN techniques is preferred. Ability to perform other soft tissue surgeries strongly preferred.
- Perform medical examinations, diagnostics, and determine treatment plans for our shelter and foster populations, consult and collaborate with external veterinary partners as needed to manage complicated cases, evaluate and participate in prognoses and shelter pathway planning, conduct cruelty/neglect intake examinations and prepare reports for legal cases and provide expert witness testimony as needed, provide necropsy and forensic case review, participate in shelter animal rounds, protocol review and implementation, and special tasks or committees as assigned.
- Provide behavior program oversight to the shelter animal population, with an emphasis on the dog population, but accountable for all shelter species including cats, rabbits, and other species under our care. Collaborate with the COO and operations staff to ensure in-shelter enrichment programs

meet behavioral and physical needs for diagnosed conditions, oversee Fear Free for Shelters program implementation including behavior evaluation, handling, and methodology, and develop behavior diagnoses and treatment protocols in collaboration with the COO and operations staff. Oversee staff involved in implementation of prescribed behavior and enrichment programs. Support the continuation of behavior cases managed in the foster program.

- Research and develop new enrichment programs for animals in our care to benefit their individual needs. Prescribe programs for animals as needed based on behavioral observations.
- Provide administrative support (50% of job time) of the veterinary team including management of the Shelter Veterinarians, LVTs, VTAs, TNR Community Clinic Coordinator, and Foster Leads, including assistance with scheduling, employee review, protocol development and review for industry best practices, participation in management level planning and strategic meetings, training of shelter staff, and other tasks as assigned by the CEO.
- Provide medical care via the Veterinary Department through the AI based telemedicine program to triage concerns from our foster parents and adoption partners, conduct virtual appointments, and provide guidance for medical/behavioral concerns.
- Work with our local veterinary partnerships with local providers to coordinate after-hours and emergency care outside of the scope of the shelter medicine and surgery program.

Benefits of full-time employment include:

- Annual salary of \$150,000 - \$170,000
- Health, dental, vision, STD, LTD & Life insurance
- Eligibility for Public Service Loan Forgiveness (PSLF) as a qualified employer
- 9 Public Holidays, 3 weeks paid vacation, and 12 days of sick time
- 10% retirement contribution after 2 years
- Yearly CE monetary (up to \$3k for annual CE) and time-off allowance
- Medical and DEA License renewal fees as needed
- Professional liability insurance for work in the shelter
- AVMA, WSVMA and ASV dues
- VIN membership

Desired Qualifications:

- Knowledge of current trends and best practices in shelter medicine and familiarity with the ASV Guidelines for Standards of Care in Shelter Medicine, Chameleon and Petriage software.
- Understanding of local, state, and national laws regarding animal shelter agencies, veterinary medical authority in the shelter setting, infectious disease reporting requirements.
- Progressive professional philosophy that humane organizations are partners working together with common goals to reduce pet overpopulation, improve animal welfare and support shelter diversion where possible.
- Experience with high quality/high volume spay/neuter and other routine soft tissue surgeries.
- Minimum five years of clinical experience in a fast-paced shelter or humane organization treating health conditions common in shelter populations. Familiarity with isolation and quarantine procedures for shelters.

- Minimum one-year experience working with behavioral case management of dogs and cats in a shelter setting with knowledge of medical and behavioral techniques and programs commonly used in shelter settings. Advanced training or experience in shelter behavior evaluation, diagnosis, and treatment preferred including board-certification as a veterinary behaviorist (DACVB) or certified applied animal behaviorist (CAAB), or CPDT-KA & CPDT-KSA certification. Applicants working on these certifications are also highly encouraged to apply.
- Fear Free for Shelters course completion by end of first month of employment and Fear Free Elite Certified Veterinary Professional by the end of the first year of employment.
- Self-starter who is organized, innovative, flexible, detail-oriented, able to work independently with support but also function as a team member, passionate about our mission and goals.
- Personable, communicative, patient, professional, empathetic, mature, and effective in engaging with a culturally diverse community.
- Ability to problem-solve, prioritize appropriately, and apply best practices in shelter medicine to our patient population with guidance from the CVO.

Qualified & Interested Candidates, please email a Letter of Interest and CV or Resume to Careers@TheHumaneSociety.org

Apply Here: <https://www.click2apply.net/wgOxWQsDREB6WSx6gTyxRj>

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