

PENINSULA SPCA, Newport News, VA

The Peninsula SPCA is a private, non-profit (501c3) animal shelter located in Newport News, Virginia.



Posted: March 25, 2024

JOB TITLE: SHELTER VETERINARIAN/ VETERINARIAN-IN-CHARGE
Full-time Salaried/Exempt

SUMMARY: This position has the responsibility of being the Veterinarian of Record and the Veterinarian-In-Charge for the PSPCA clinic in line with Virginia Administrative Code 18VAC150-20-181. The VIC will have the responsibility for the daily care of, and direction of, all Veterinary services for animals sheltered at the PSPCA, the Petting Zoo, and public-owned and fostered animals seen for treatment at the PSPCA Low-Cost Clinic. They will be responsible for maintaining medical health records, providing medical care and services, as well as training and management of clinic support staff. Leadership and self-directed skills are highly valued. They will also be responsible for maintaining and altering current preventative health programs and medical protocols for the PSPCA. The shelter is currently registered as a managed admission, “no-kill” shelter. The low-cost clinic is currently registered as a limited-care facility and leaves room for growth through the direction of a motivated VIC.

A competitive salary, flexible work environment, daytime work hours, paid holidays, health insurance package are only some of the benefits offered for this position. In addition, as a 501c3 organization, employment with the Peninsula SPCA may qualify some candidates for Student Loan Repayment assistance through the federal government’s [Public Service Loan Forgiveness \(PSLF\)](#).

REQUIREMENTS:

- Must have a valid Doctor of Veterinary Medicine degree (DVM/VMD) from an accredited program, or if not accredited, must provide evidence of ECFVG or PAVE if attended a non-AVMA accredited university.
- Must obtain and maintain a valid Virginia state license.
- Must obtain and maintain a valid DEA license.
- USDA accreditation is not currently required but preferred, and assistance will be available to seek accreditation.
- 2+ years of clinical experience is preferred but not required to apply.
- Must obtain and maintain current Professional Liability Insurance
- Must be able to perform routine clinical care such as medical care, surgical interventions, dentistry, husbandry for multiple domesticated species, herd health monitoring, and appropriate intervention in the event of a health emergency (individual or population directed).

RESPONSIBILITIES:

- Provide general veterinary supervision of the shelter facility.
- Register with the State Board of Pharmacy as supervising veterinarian of the shelter facility.
- Provide list of Schedule II-VI drugs for use in the treatment and control of communicable diseases within the shelter as well as use for public animal health clinics and surgical procedures
 - Maintain proper drug logs for purchase, use and destruction of controlled level II-IV level drugs.
 - Complete purchase orders for controlled drugs
 - Manage purchase, distribution, and delivery of vaccinations to shelter, petting zoo, and public-owned animals.
- Provide adequate and appropriate medical care to all shelter, petting zoo and public animals on the premises whether by vaccination, medication, surgery, husbandry, or prevention of illness through the proper use of PPE and other methods.
- Provide direct medical services: vaccination, medication, surgery, dentistry, husbandry recommendations, isolation/control of transmissible diseases, and intervention and control of illnesses should an outbreak occur.
- Provide written protocols and training to shelter medical team for:
 - Appropriate use of Schedule VI drugs.
 - Management and control of infectious/contagious disease.
 - Management of medically supervised animals and neonates.
 - Protocol for seeking veterinary treatment.
 - Protocol for animal intake procedures.
 - Protocol for preventive health care procedures to include vaccinations, deworming, heartworm testing, heartworm prevention, FELV/FIV testing, and flea control.
 - Protocol for adoption of medically supervised shelter animals
- Ensure shelter follows VDAVS Directive 79-1 as set forth by the State Veterinarian.
 - Periodic monitoring of controlled drug inventory in the shelter.
 - Assist the responsible party as needed with management of the controlled drug inventory.
 - Provide general oversight of euthanasia in the shelter through orientation, guidance, training, and periodic monitoring of euthanasia activities and supplies.
 - Establish AC6 Euthanasia protocol.
 - Ensure all personnel performing euthanasia have AC4 (Euthanasia Training Record) on file in the shelter.
 - Ensure all personnel performing euthanasia are proficient and competent to perform euthanasia with current AC5 (Euthanasia Competency Certification) on file in the shelter.
 - Periodic monitoring of clinic inventory, supplies and equipment to ensure that each meets current standards of maintenance, logging, expiration and storage as required by general State Inspection requirements.

- Ensure proper medical records for shelter, petting zoo and public animals for all care, recommendations and monitoring of health or illness; and maintenance of such records as dictated by current record-keeping requirements (federal and state).
- Perform euthanasia if necessary.
- Serve as advisor to the shelter facility and Peninsula SPCA Board of Directors on issues of animal medical care, animal husbandry, infectious disease control, cruelty/abuse cases, and zoonotic disease.
- Support the Peninsula SPCA adoption guarantee mission.

ABILITIES AND COMPETENCIES:

- Must be able to provide medical care, treatments, surgery, or other interventions with the assistance of the medical or other support staff on premises.
- Must be able to communicate effectively for the purposes of daily operations, administrative policies, and protocols; providing that these are concise, appropriate, and readily understood by both medical and non-medical staff.
- Must be self-motivated, set goals, and achieve goals.
- Must be able to critically analyze protocols and identify ways to improve both animal and public health within the shelter, petting zoo, and public-facing components of our organization.
- Must be able to focus, strategize, and prioritize activities to accomplish duties on time.
- Must be able to take ownership of activities and drive them forward despite challenges.
- Must be dependable and conscientious of due dates and commitments made to others.
- Must be motivated to continually learn and stay abreast of new veterinary procedures and shelter management topics.
- Must be able to provide management, training, and direction of the medical support staff as well as intermittent training or direction of other support staff in the facility.
- Must be able to provide feedback to staff in the form of annual reviews.
- Must be able to self-reflect and take feedback from others regarding the medical clinic and its staff.
- May be required to facilitate interviews for new medical staff or work directly with the Shelter Executive Director in hiring new medical support staff.

REPORTING RESPONSIBILITIES:

- Reports to the Executive Director.
- May be responsible for providing medical direction in conjunction with other Shelter Supervisors or to the Board of Directors

BENEFITS:

- Salaried position
- Compensation/ reimbursement of DEA and Virginia State licenses (and USDA accreditation if applicable).
- Compensation/ reimbursement of Professional Liability Insurance costs annually.

- Compensation/ reimbursement for State or National Veterinary Affiliations (up to \$500 in assistance)
- Compensations/reimbursement towards continuing education needs
- Up to \$200 in reimbursement for Uniforms/Scrubs
- Flexible Work Hours – Generally, work hours are 8 a.m. to 5 p.m. with flexible options for the activities performed during these hours (public vaccine clinic, surgery, petting zoo/ shelter health and management, office hours, etc.). Position allows for a flexible schedule and comp time.
- Paid Holidays
- PTO Accrual – vacation and sick leave
- Opportunity for Student Loan Repayment assistance - As a 501c3 organization, the Peninsula SPCA is listed as an eligible employer for the federal government's [Public Service Loan Forgiveness \(PSLF\)](#).
- Health insurance
- Dental insurance
- Vision insurance
- AFLAC supplemental insurance options
- Retirement (403b)

PHYSICAL DEMANDS:

While performing the essential functions of this job, the employee is required to:

- stand, walk, stoop, kneel, crouch, crawl and sit
- use hands to finger, handle, grasp or feel
- reach with hands and arms
- talk and hear
- climb or balance
- lift 40 pounds
- vision requirements include close vision, distance vision, distance vision, peripheral vision

ABOUT THE PENINSULA SPCA

This facility is a managed admission, “no-kill” animal shelter serving the lower Virginia Peninsula. Established in 1938, today the Peninsula SPCA offers adoption and sheltering services; an affordable, preventative care veterinary clinic that provides vaccinations, health-maintenance care and spay/neuter surgeries for the public; and humane education programs that educate and advocate for the humane treatment of animals.

Peninsula SPCA is a private, non-profit organization that relies solely on community support in addition to adoption and service fees. PSPCA finds homes for more than 1,000 pets annually.

ABOUT NEWPORT NEWS, VIRGINIA

Newport News, Virginia is part of the Virginia Peninsula, a jut of land that extends from the mouth of the Chesapeake Bay upwards towards Richmond, Virginia, and is sandwiched between the James River and the York River. The lower Virginia Peninsula is comprised of 4 municipalities, Newport News, Hampton, York County, and Poquoson, and is conveniently located between Williamsburg and Virginia Beach. Part of the larger Hampton Roads

community, Newport News is centrally located in an area known for its rich history, amazing waterways and beaches, and great outdoors. Virginia Beach and the Outer Banks of North Carolina are a short drive away and the area is steeped in Colonial America history only minutes away.

TO APPLY:

Submit your CV/resume via email or mail.

Email: Megan Steele, Executive director – megan@peninsulaspca.org, with **Vet Position** in subject line.

Mail: Peninsula SPCA, Attention: Megan Steele, 523 J. Clyde Morris Boulevard, Newport News, VA 23601