



Tucson Wildlife Center, Inc.

Job Description: Lead Veterinarian

Status: Full time, Exempt

Reports to: Executive Director

The Lead Veterinarian is responsible for comprehensive medical and surgical care of the injured and orphaned wildlife admitted to Tucson Wildlife Center, Inc. (TWC) and its education/sanctuary/foster programs, to ensure compliance with TWC's vision and mission and the AZGFD, FWS, USDA, and GFAS. The number of animals admitted range from 3,000 to 5,000 per year. There are 14 education/sanctuary/foster animals at present.

The Lead Veterinarian collaborates with TWC's wildlife rehabilitator(s), to provide leadership of animal care programs.

Qualifications

- DVM or VMD degree.
- Must possess and maintain all necessary licenses, permits, certifications and credentials required by the laws of the United States, and the State of Arizona.
- Must have or be able to obtain and maintain a DEA controlled substance registration certificate within one month of hire.
- Minimum of two years of experience practicing veterinary medicine with rehabilitating wildlife, and avian species including raptors.
- Thorough knowledge of approved animal husbandry techniques.
- Training in chemical immobilization techniques is preferred.
- Proof of rabies vaccination and agree to maintain appropriate titers.
- Strong collaboration and co-leadership skills with the staff rehabilitator(s) and medical staff.
- Above average ability to organize, manage time, and set priorities while meeting deadlines.
- Previous experience supervising/mentoring staff, volunteers and/or interns.
- Effective problem analysis and resolution skills; ability to shift priorities to meet needs.
- Superior verbal and written communications skills.
- Intermediate level computer knowledge and skill in Microsoft Office.
- Must be able to remain calm, make sound decisions and provide clear direction in crisis situations.
- Professional demeanor displaying ethical and sound judgement, discernment, confidentiality, and discretion.
- Have strong understanding and empathy with animals and belief in the recovery of all species of wildlife.



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Duties and Responsibilities

- Provides comprehensive medical and surgical care to all rescued and sanctuary animals. Responds and addresses all animal health concerns in a timely manner.
- Provides on-call and emergency consults or on-site as needed, seven days a week, with an expectation of ½ day/week on-site. Limited night duty, weekend duty or phone consultations with off-hours staff.
- Conducts or oversees in-house laboratory analysis including chemistry, cytology, fecal analysis, hematology, urinalysis, and proper sample handling and processing for outside laboratories and research collaborations.
- Oversees the maintenance of medical records for all animals.
- Follows and ensures all veterinary and animal care staff adhere to TWC safety and security policies and procedures.
- Oversees staff to maintain medical supply, drug inventory, controlled drug logs, and appropriate disposal of expired drugs and supplies.
- Reviews and participates fully in emergency response preparedness including animal escape, fire, and weather emergencies.
- Provides an annual zoonotic disease training session for staff.
- Oversees and assists staff with the maintenance of triage, imaging equipment, radiology, surgery, laboratory equipment, and ICU areas.
- Oversees maintenance of chemical immobilization equipment and participates in routine staff training.
- Prior to any quality of life, treatment, or end of life decision for any sanctuary or rare animal, the lead veterinarian must notify the senior staff including the Executive Director.
- Professional liability insurance required.
- Fosters and coordinates relationships with special skills to assist in the hospital and provide relief work including additional veterinarians, veterinary technicians, vet students and interns.

Essential Job Requirements

- Ability to restrain animals and lift up to 50 pounds.



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- Must be able to follow SDS and OSHA guidelines.
- Foster an open and inclusive work environment by modeling TWC behaviors and values, consistent with the vision, mission, and strategic anchors of the organization.
- Professional respect, empathy and kindness toward animals, coworkers, and TWC leadership, as well as donors, volunteers, and the public.
- Friendly and outgoing personality with a willingness to guide, teach and learn from others, including volunteer veterinarians, rehabilitators, staff, volunteers, and TWC leadership.
- Ability and desire to work in a fast-paced, ever-changing environment and embrace flexibility.
- Must be able to handle the physical and emotional aspects of work in a wildlife rescue and rehabilitation center.
- Willingness to do what is needed in the moment to benefit the animals and organization, with human safety as a priority (regardless, if this falls under the job description).
- A valid driver's license and proof of insurance.
- Ability to bend, stoop, crawl and walk on uneven surfaces.
- Ability to understand and follow oral and written instructions.
- Ability to operate vehicles such as trucks or vans.

Compensation/Benefits:

- Salary based on experience \$75,000 to \$90,000
- Paid vacation time
- Paid sick time

How to apply:

Please send a cover letter and a CV to Anna Maiden, Cornerstone HR Consulting,
maidenanna@gmail.com



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Tucson Wildlife Center is an Equal Opportunity Employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected status or any other characteristic protected by law.