



Position: Associate Veterinarian
Reports to: Medical Director

Status: Salaried, Part- or Full-Time

Location: Primary: 312 Battlefield Blvd N., Chesapeake, VA 23320
Secondary: 1149 New Mill Drive, Chesapeake, VA 23322

Summary

The Chesapeake Humane Society operates a low-cost, high-volume clinic, offering preventative veterinary care, spay/neuter surgery, dentals, heartworm treatments, and various surgical procedures.

Chesapeake Humane is seeking an Associate Veterinarian who values patient care and thrives in a collaborative environment. We pride ourselves on creating a friendly, welcoming, and inclusive culture.

Our Associate Veterinarians are responsible for performing high-quality surgical procedures and other routine veterinary services in a fast-paced setting. Our Associate Veterinarians also focus on vaccine clinics, shelter rounds, and wellness appointments.

Our veterinary clinic provides services to the public, our shelter animals, and our partner shelters and rescues. Our public services are open to canines, felines, and rabbits. CHS's shelter and crisis boarding programs serve canines, felines, rabbits, and other small animals such as guinea pigs, rats, mice, ferrets, and birds.

DVM Duties and Responsibilities

- Oversee vaccine clinic appointments and wellness/sick appointments and perform medical procedures as necessary
- Assist the Medical Director with shelter rounds
- Maintain clinic controlled substance log
- Supervise, support, and train Licensed Veterinary Technicians and Veterinary Assistants
- In cooperation with the Medical Director, ensure the veterinary team and the facilities comply with all applicable Federal, State, and Local laws, regulations, and ordinances, including the Virginia Board of Veterinary Medicine, the U.S. Drug Enforcement Agency, and OSHA
- Participate in continuing education programs in accordance with state requirements
- Provide medical counseling to clients
- Perform veterinary services for local shelters as needed
- Perform spay, neuter, dental, and other surgical and animal medical procedures

Other Duties

- Work cooperatively with all staff and volunteers to promote the CHS mission
- Uphold and embrace CHS's Workplace Culture Agreement in all aspects of work
- Engage visitors in non-confrontational, educational conversations regarding animal care, surrender, sheltering policies, etc.
- Perform other duties as necessary

Skills and Educational Requirements

- Degree in veterinary medicine from an accredited university of veterinary medicine
- License to practice as a veterinarian in the state of Virginia, or ability to obtain
- Drug Enforcement Agency controlled-substance registration
- Must possess and maintain independent insurance and provide proof to CHS
- Ability to make sound decisions with regard to patient care and clinic operations
- Confidence using computer systems and learning new software
- Strong interpersonal skills, including the ability to communicate with and relate to people of all age groups across a wide spectrum of the community
- Strong written and oral communication skills including the ability to educate clients effectively in English
- Preferably, experience in shelter medicine and in high volume spay/neuter clinics
- Willingness to discuss euthanasia, open-admission sheltering, and surrender of pets in a non-judgmental, non-confrontational, fact-based manner
- Ability to express organizational standpoints when serving as a CHS representative
- Ability to handle confidential or sensitive information with discretion
- Ability to function well independently and as a team member
- Ability to mediate and problem-solve in the moment
- Excellent attention to detail; organization skills and ability to multitask

Physical and Time Demands

- Ability to work early mornings and occasional Saturdays
- On-call hours as needed for CHS shelter animals (primarily phone consultation with Foster Coordinator)
- Ability to work in a fast-paced setting with distractions
- Ability to work in the presence of animals, wildlife, strong odors, and cleaning solutions
- Ability to stand, walk, bend, and lift and carry materials up to 40 lbs
- Ability to handle stress
- Valid driver's license, clean driving record, and reliable personal transportation

Salary and Benefits

- Competitive salary, based on experience (full-time salary range: \$90,000 - \$110,000)
- Medical, Dental, and Vision Insurance (full-time)
- Company Paid Life Insurance Policy (full-time)
- Four-day workweek with minimal weekend shifts (1 Saturday per month)
- Minimal on-call or emergency needs for CHS shelter pets
- Simple IRA Plan with organization match
- Public Service Loan Forgiveness
- Access to mental health resources (Insight Timer app, Compassion Fatigue training, and Trauma-Informed Care training)
- Paid Holidays (full-time)
- Personal Time-off
- Paid annual Continuing Education requirements
- Paid professional insurance premiums and licensing fees
- Discounted clinic services and adoption fees
- Discounted retail items, pet prescriptions, and prescription foods
- Relocation stipend considered for out-of-state applicants
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To apply, submit cover letter, resume, and professional references to
Director@chesapeakehumane.org