

VETERINARIAN

DEFINITION

Under general direction, provides medical care and emergency treatment of animals at the City of Fresno Animal Center; develops a comprehensive animal health care services program; performs high volume and high quality spay/neuter surgeries as well as other routine surgeries; supervises, trains directs the day-to-day activities of animal center staff and other staff responsible for the medical management of animals; and may be required to hold the Veterinary Premises License issued by the State of California Veterinary Medical Board.

SUPERVISION RECEIVED/EXERCISED

Receives supervision from the Director or designee. Exercises direct supervision by planning, assigning, and directing the work of professional, licensed medical and clerical staff. Selects, trains, prepares performance evaluations, and recommends disciplinary actions for assigned staff.

DISTINGUISHING CHARACTERISTICS

The Veterinarian is responsible for the full range of professional veterinary medical services in the care and treatment of animals including the development and implementation of policies and procedures relating to the operation and maintenance of the City of Fresno Animal Center. The incumbent works independently, exercises considerable latitude and judgment in applying current, advanced or specialized veterinary medical treatment performed at the animal center. Incumbents may be required to work nights, weekends and holidays and respond to after-hours emergencies as needed.

This is an unclassified position in which the incumbent serves at the will of the Department Director.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

May include, but are not limited to, the following:

Establish medical standards and procedures for the maintenance of healthy, safe and sanitary conditions for all animals at the animal center; develop medical protocols to be followed by all medical and kennel staff.

Performs high volume, high-quality spay/neuter surgeries of animals, primarily dogs and cats; may perform other surgeries including administering anesthesia and/or other medications as medically necessary.

Provides consultation and education to pet owners.

Performs physical examinations, diagnoses and creates treatment plans for animals admitted to the animal center; administers immunizations.

Vaccinates and provides emergency treatment to animals, regularly reviews medical condition of animals quarantined, administers follow-up treatment to injured animals as necessary; directs care and feeding of exotic and unusual animals. Trains appropriate staff in administering First Aid and vaccinations to animals, the humane performance of euthanasia as medically necessary and other paramedical duties.

Supervises staff; prioritizes and assigns work; conducts performance evaluations; provides technical guidance and training for staff; makes hiring, and disciplinary recommendations.

Oversees controlled substance procurement, storage, record keeping and administration for animals.

Ensures compliance of activities to codes and all legal regulations.

Provide professional assistance in the investigation of mistreatment and neglect of animals including the examination of animals impounded for abuse.

Perform post-mortem exams on a variety of animals in order to make a diagnosis and/or document pathological findings for animal cruelty cases.

Maintain detailed and accurate medical records on individual animals; prepare reports and compose correspondence.

Assists in the preparation of the Animal Center budget; monitors expenditures and forecasts both short-term and long-term needs for staffing, equipment, medication and supplies.

May respond to inquiries from the public; maintain effective community relations; participate in special community events; advise/explain proper medical care and treatment of animals and pets; perform studies; prepare reports and maintain records; prepare press releases and respond to inquiries from the press.

Performs related duties as required.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Current veterinary practices, treatment, prevention, control, surgical procedures and care for a wide range of animals.

California state, federal, and municipal animal health laws and regulations governing the impounding, releasing and euthanasia of animals.

Rabies controls laws and principles of public health related to animal diseases.

Principles and practices of staff supervision and development.

Veterinary forensics and high-quality spay and neuter techniques.

Treatment, prevention and control of animal diseases.

Fundamental principles and methods of clinical diagnosis.

Physical and behavioral characteristics of domestic animals.

Safety regulations and safe work practices.

Bacteriology, pathology, serology and other veterinary lab processes.

Budget development and expenditure monitoring.

Skill/Ability to:

Examine, evaluate and treat animals (primarily dogs and cats) in a professional and efficient manner; perform spay/neuter and other surgeries as medically necessary in a fast paced environment.

Plan, assign, supervise, and train staff and volunteers in the paraprofessional treatment and humane care of animals.

Work under strict deadlines and focus on multiple priorities, as well as, plan, coordinate, and schedule the work of others.

Physically handle and examine a wide range of animals including aggressive wild and under-aged animals safely, properly and humanely.

Develop and implement protocols to control and prevent the spread of diseases in the Animal Center.

Develop and implement goals, objectives, policies, procedures and work standards of medical staff.

Train staff on basic paramedical duties to rapidly identify animals requiring isolation or veterinary care.

Make sound decisions, including prescribing medications and administering euthanasia of animals that are irremediably suffering from serious illness or severe injury.

Communicate effectively both orally and in writing.

Develop and establish medical standards/procedures for the maintenance of healthy/safe/sanitary facilities.

Lift and restrain animals up to and over 50 pounds; and stand for extended periods of time with or without reasonable accommodation.

Offer consultation and guidance to staff on contracted medical services with local animal clinics and veterinarians.

Establish and maintain effective working relationships with those contacted in the course of work.

Operate medical equipment.

Operate modern office equipment including computer hardware and software applications.

Operate a motor vehicle safely.

MINIMUM QUALIFICATIONS

Medical License:

Possession and continued maintenance of a valid license to practice veterinary medicine issued by the State of California Veterinary Medical Board.

Veterinarians who are licensed in another State may be qualified but must acquire a valid license from the State of California to practice veterinary medicine at time of appointment.

Special Requirement(s):

Possession and continued maintenance of a valid California Driver's License is required within sixty (60) days of appointment.

Must obtain valid Drug Enforcement Agency (DEA) license within ninety (90) days of hire and maintain a valid license while employed.

May be required to hold the Veterinary Premises License issued by the State of California Veterinary Medical Board.

Failure to maintain all valid certifications and licenses for the entire term of employment in this job class shall be cause for termination.

APPROVED: (Signature on File)
 Director of Personnel Services

DATE: 1/27/2025

NEW: TJM:vp 8/28/2023
Revised: SM:vd 1/27/2025