

JOB DESCRIPTION VETERINARIAN

REPORTS TO: Practice Owner(s) or Manager

POSITION OVERVIEW

The primary responsibilities of the veterinarian are to:

- gather an extensive **history**
- perform a thorough and complete **physical examination**
- obtain a **diagnosis** based off appropriate diagnostic testing
- recommend a **therapeutic plan**
- provide a reasonable **prognosis**

In addition, the veterinarian shall work with the rest of the staff to be an ambassador of Redmond Veterinary Clinic.

QUALIFICATIONS / REQUIREMENTS

EDUCATION AND LICENSURE REQUIREMENTS

- DVM or equivalent degree
- Licensed or seeking licensure in the State of Oregon

EXPERIENCE REQUIREMENTS

- Completed degree

PERSONAL REQUIREMENTS

- Genuinely enjoys working with animals and is able to deal with them even when they are stressed, ill or in pain.
- Can stay calm and efficient during a medical crisis.
- Is well-spoken and approaches his/her job duties in a mature nature.
- Is experienced in the teamwork approach and works well with all levels of hospital team members.
- Has excellent client communication skills.
- **Physical Effort:** Work requires lifting and carrying animals (will be assisted by other staff members in lifting animals over 40 lbs). Walks or stands for extended periods or time; frequently works in a bent position.
- **Working conditions:** May be exposed to unpleasant odors, noises and animal feces. May be exposed to bites, scratches and contagious diseases.

WAGE RANGE

The range for the position is to be determined by experience and will consist of a base salary along with performance adjustments.

Benefits are outlined in the employee manual and are included in the salary.

DUTIES / TASKS

The Spirit

Be familiar with and abide under those core values that make Redmond Veterinary Clinic who we are and what we do.

The Soul

Be familiar with and abide under those qualities that direct the day to day operations of Redmond Veterinary Clinic.

The Body

Customers

- Staff at Redmond Veterinary Clinic will provide Customer Service based on the following principal. *"We are not here to be served...but to serve."* Our Goal is to create "Raving Fans" of Redmond Veterinary Clinic.
- Understand and follow the Customer Service Plan

Employee Management

- Participate in a Training Program
- Cooperate and understand the Employee Manual
- Attend Staff and Doctor Meetings
- Participate in a yearly review
- Prepare and share a review of any CE meetings attended

Financial Management

- Understand payment options
- Collect and process payments
- Review individual monthly performance indicators

Housekeeping

- Be responsible for assisting in clean up and stocking

Information Technology Management

- Be familiar with computer hardware systems and operation
- Understand how to utilize computer software programs
- Utilize email program
- Understand and abide by the internet policy
- Competently operate and use veterinary equipment

Inventory Management

- Be responsible to manage all inventory items
- Keep meticulous records of all controlled drugs
- Maintain and stock the vet rig according to protocol

Management

- Cooperate with Management in regards to policy and procedure
- Be willing to gain management training and experience

Marketing

- Develop Elevator Speech for common services and inventory items
- Understand how to sell.
- Participate in Clinic Highlights of Health campaigns
- Participate in Open House Event

Product

- **Cornerstones of Health**
 - Competently perform a Physical Examination on numerous species
 - Understand and be able to thoroughly explain Health Consultations
 - Understand and be able to thoroughly explain Disease Prevention
 - Understand and be able to thoroughly explain Parasite Control
 - Understand and be able to thoroughly explain Nutrition Counseling
 - Understand and be able to thoroughly explain Behavior Counseling
 - Understand and be able to thoroughly explain Grooming Recommendations
- **Cornerstones of Care**
 - Be able to collect a complete history, perform a complete and thorough physical examination, recommend appropriate diagnostic testing, establish a treatment plan, be able to perform therapeutic modalities and provide a prognosis in the following areas:
 - Anesthesia
 - Boarding
 - Cardiology
 - Clinical Pathology
 - Dentistry
 - Dermatology
 - Emergency
 - Endoscopy
 - Euthanasia
 - Hospitalization
 - Imaging
 - Internal Medicine
 - Neurology
 - Oncology
 - Ophthalmology
 - Orthopedics
 - Pharmacy
 - Reproductive Care
 - Surgery

Professional

- Understand and abide by the employee manual
- Complete and review employment contract
- Maintain appropriate insurance coverage

- Understand retirement plan

Recycle

- Recycle appropriate items

Safety Management

- Familiarize and follow OSHA regulations
- Complete the Safety Manual and Quiz
- Be familiar with Zoonotic Diseases