



ANIMAL **EMERGENCY** CARE

Associate Veterinarian

Veterinary Department

Employee Name:

Hire Date:

Effective Date: June 3, 2024

JOB DESCRIPTION ASSOCIATE VETERINARIAN

POSITION OVERVIEW

Associate veterinarians play a crucial role in providing urgent medical care to animals outside of regular veterinary clinic hours, typically during nights, weekends, and holidays. They are trained to handle a wide range of medical emergencies, including trauma, poisoning, respiratory distress, and sudden illnesses. Associate veterinarians must be skilled in making quick and accurate diagnoses, stabilizing patients, performing emergency surgeries, administering medications, and providing compassionate care to both animals and their caregivers during stressful situations. Their primary goal is to save lives, and alleviate suffering in emergency situations, often collaborating closely with veterinary specialists, family veterinarians, and hospital team members to ensure the best possible outcome for their collective patients. All AEC job descriptions are living documents which will be continually edited and updated to best reflect the requirements and duties of the position they detail.

QUALIFICATIONS

AGE REQUIREMENT

Minimum age requirement is 18 years old.

EDUCATION REQUIREMENTS

- Veterinarian license in Washington state
- DEA license

PERSONAL REQUIREMENTS

- Genuinely enjoys working with animals and is capable of caring for them even when they are stressed, ill, or in pain.
- Must be available to work nights, weekends, and holidays to be considered for an associate veterinarian position.
- **Physical Effort**: Work requires moderate physical effort, including moving animals and equipment (assistance available as needed), walking or standing for extended periods of time, and frequently working in a bent or squatting position.
- **Working Conditions**: May be exposed to unpleasant odors, noises (including barking dogs), and animal feces. May be exposed to bites, scratches, and contagious diseases. May be exposed to chemicals and medications necessitating the use of personal protective equipment. May be exposed to inclement weather while assisting patients and clients outside of the hospital.

PREFERRED SKILLS

- Experience as a DVM in a practice for 4+ years

WAGE AND BENEFITS

Please reference open job advertisements for the current salary range.

The pay scale is adjusted upward based upon experience. Pay is based on individual performance of the previous year. Benefits are outlined in the employee manual and are separate from the hourly wage.

ORGANIZATION EXPECTATIONS

AEC employees commit to uphold and embrace the AEC core values of **Empathy and Compassion, Efficiency, Integrity and Personal Accountability, Change and Innovation, Openness and Trust, Valuing People and Their Ideas, and Excellence.** Organization expectations for all team members are explored in greater detail in AEC's Key Performance Indicators documentation, available upon request.

- Puts the welfare of the patient first, providing patient and compassionate care.

- Engages with clients and team members with empathy and compassion, prioritizing treating all individuals in the hospital with respect.
- Manages time effectively.
- Able to stay calm and objective even in stressful situations.
- Communicates kindly and professionally both with the team and with clients.
- Maintains an attitude of flexibility and adaptability
- Open to new information, ideas, and perspectives.
- Provides feedback to teammates constructively and kindly.
- Can follow and commit to a regular schedule.
- Takes an active role in their continued professional development and skill growth and participates in the training and mentoring of their teammates when proficient in a particular skill.

POSITION RESPONSIBILITIES

Patient Care Duties

- Receives animals to be admitted, maintaining responsibility for their proper identification and for recording their respective locations.
- Releases animals to their owners as directed by the veterinarian; ensures that every patient is clean prior to their release.
- Prepares and distributes food as prescribed and maintains record of patient appetite and dietary behavior.
- Maintains cleanliness of litter boxes and food/water bowls.
- Maintains working knowledge of and operates within protocols informed by applicable medical conditions when walking animals.
- Collects urine and fecal specimens as directed.
- Reports any observation of unusual condition or abnormal behavior in patients to the team.
- Assists the medical team with the administration of medications or with patient restraint as requested.
- Employs knowledge of safe and appropriate restraint techniques when handling animals, especially when patients are large or fractious.

Janitorial Duties

- Completes daily, weekly, and monthly task lists to maintain the cleanliness and overall appearance of the hospital and hospital equipment.
- Cleans and sanitizes all cages, runs, wards, and related areas. Prepares kennels to provide a safe, clean, and comfortable environment for each patient.
- Maintains laundry for the hospital with respect to the procedures concerning surgical, contagious, and non-contagious patients.
- Maintains the janitorial needs of the property. Janitorial duties include sweeping, mopping, vacuuming, emptying trashes and recycling, disinfecting flat surfaces (countertops and workspaces), general tidying, and other duties as outlined in the aforementioned task lists.
- Maintains functional knowledge of the safe and appropriate application of chemicals and cleaning supplies used in the hospital.
- Cleans, prepares, and sterilizes all instruments used by the medical departments.
- Assists with maintenance of veterinary equipment as directed by coordinators.

Maintenance

- Operates and maintains the autoclave.
- Maintains and troubleshoots office equipment including computers, telephones, copiers, and fax machines.
- Properly cares for all surgical materials; keeps the operating room properly stocked and prepared for surgery.
- Appropriately calibrates and cares for IV and syringe pumps.

Client Support

- Greets clients with poise and natural ease.
- Creates a connection with clients during interactions through active listening and compassionate communication.
- Triage client concerns over the phone and in-person and effectively advises the client on the urgency of their concern.
- Helps clients access information to assist in making educated decisions regarding pet care.
- Confidently explains necessary follow-up and homecare instructions.

- Presents diagnostic and treatment alternatives to the client being sensitive to their emotional as well financial needs.

Finance

- Prepares client invoices for services performed.
- Accurately processes financial transactions on all platforms.
- Maintains a thorough understanding of hospital payment policies that allows for confidence in constructively explaining estimates and treatment plans.

Technical

- Receives and relays telephone, fax, and email messages accurately and promptly.
- Answers telephones using a multi-line system, communicating quickly, efficiently, and in a professional and friendly manner.
- Accurately enters and updates client and patient information into practice computer software.
- Has computer literacy and prioritizes accuracy in inputting details.
- Admits patients and handle medical records entries accurately and according to hospital procedure.
- Prepares immunization certificates and euthanasia certificates.
- Facilitates client/patient transfers.
- Records patient assessment observations legibly in files or computer.
- Maintains appropriate inventory of all medical supplies as determined by the inventory control system (Cubex).
- Documents lab test results and ensures that all test results are appropriately recorded in patient records.
- Accurately and legibly updates client records in support of the SOAP reporting method before the conclusion of each shift.

Medical

- Understands basic medical terminology and abbreviations.
- Feels confident answering client inquiries about basic animal care and routine hospital procedures.
- Answers client medical questions with confidence and directs to veterinarians when appropriate.
- Performs physical assessments.
- Understands all common vaccinations and vaccination protocols.
- Gives subcutaneous (SQ), intramuscular (IM) and intravenous (IV) injections.
- Administers subcutaneous and intravenous fluids.
- Understands usage, dosage, and common side-effects for commonly used prescription drugs and readily explains this information to clients.
- Assists the veterinarian in medical and surgical procedures; prepares patients for surgery; monitors patients during surgery and recovery.
- Performs emergency procedures including control of bleeding, resuscitation with oxygen, opening airways, and external cardiac massage.
- Performs clinical laboratory procedures such as fecal flotation exams and urinalysis; draws blood for laboratory analysis.
- Effectively positions patients for and takes radiographs.
- Performs electrocardiograms.
- Properly places and cares for IV catheters.
- Understands evidence of the progression of disease and the decompensation of patients.
- Prepares patients for, assists veterinarians with, and/or performs ultrasonic imaging.
- Administers anesthesia.
- Uses ultrasonic imaging to obtain body fluids samples (centesis); predominately cystocentesis.
- Performs physical examinations using preliminary data provided by hospital team members.
- Performs medical and surgical procedures; provides emergency services in accordance with hospital standards of care.
- Interprets the results of laboratory procedures and determines the appropriate treatment protocol based on the results.
- Reads radiographs and interprets EKGs.
- Prescribes medications in accordance with manufacturers label instructions and uses. Understands common drug interactions with other medications.
- Understands and carries out treatment orders from other veterinarians, making necessary changes in treatment plan when diagnostic results and/or patient status support the decision to do so.

Associate Veterinarian position responsibilities include the oversight of technical skill levels 1-13. This scope is cumulative and is inclusive of all skills defined in prior skill levels. Please refer to the Technical Skill Levels document for all medical support departments as necessary.