

**California Wildlife Center  
Veterinarian  
Job Description**



**Job Title:** Veterinarian  
**Division:** Animal Care/ Marine Mammals  
**Reports To:** Executive Director  
**FLSA Status:** Exempt, Full Time  
**Prepared Date:** June 2020

**Summary:** This is an exempt full time, year round position of Wildlife Veterinarian whose responsibility is to ensure that all animals at CWC receive adequate and appropriate veterinary care. To implement protocols, procedures, medical evaluations and treatment of native California animals as set by CWC management.

**Essential Duties and Responsibilities** include the following (other duties may be assigned):

- Performs examinations, procedures, and treatment plans for incoming patients
- Performing intake exams, diagnostics, treatments for all species cared for at CWC.
- Primary responsibility in assessment and care of more sensitive species while they are undergoing intensive care (fawns, adult coyotes, bobcats, badgers, black bears...)
- Administers medical treatments according to CWC policies
- Performs surgical procedures according to CWC guidelines
- Oversees the continued care of patients and maintains and updates patient records
- Supports the animal care/marine mammal staff in their duties as needed
- Supervises and trains staff, volunteers, and interns; delegates and ensures satisfactory completion of tasks
- Ensures that protocols to minimize risk of injury and contraction of zoonotic diseases are adhered to
- Provides advice in construction and maintenance of animal enclosures, in the developing species protocols and rehabilitation research as needed
- Perform physical exam on animals under CWC's care and diagnose and create treatment plan.
- Responsible for accurately treating native California wildlife patients including mammals (coyotes, squirrels, deer, Virginia opossums etc) and avians (songbirds, pelagic, raptors etc) and developing a regimen of care
- Maintain inventory of controlled substances and order all medical supplies for CWC
- Should develop a regimen of care for the animals that is clear and concise including post-surgical care, nutrition and physical therapy as needed and a long term prognosis.
- Maintain department equipment in good working order. Report items for repair/replacement as needed to Hospital Manager.
- Be able to discern when treatment is available and necessary and when euthanasia is required
- Operate diagnostic equipment such as digital radiograph equipment and interpret the resulting images.
- Perform diagnostic tests including blood work, cytology and fecals.
- Be familiar with common wildlife diseases for mammals and avians

- Maintains and updates patient care records, including the use of WRMD
- Communicate effectively with staff and members of the public
- Enhance CWC reputation by accepting ownership for accomplishing new and different requests; exploring opportunities to add value to job accomplishments

### **Supervisory Responsibilities**

Work closely with animal care staff and Hospital Manager

### **Qualifications:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

#### Education and Experience:

- D.V.M. and a minimum of three years experience with native wildlife including avian and mammals.
- Minimum three years' experience in wildlife medicine
- Experience with marine mammal rehabilitation, particularly Northern Elephant Seal pups and California Sea Lion pups
- Extensive experience with avian orthopedics and soft tissue surgeries
- Extensive experience with small mammal/exotics orthopedics and soft tissue surgeries
- Extensive experience with native California wildlife, specifically coyotes, bobcats, mule deer but also with other species
- Experience with chemical immobilization (hand injections, blow darting and dart guns)
- Familiarity with lab work (CBC/Chem, fecals, cytology...), physical exams, stabilizing animals through emergency and critical care. Since most of our staff do not have veterinary technician experience, all intensive care is the responsibility of the veterinarian for performing such tasks as IV fluids, blood draws, IDEXX submissions or in-house blood analyzers, research specimen collections...)

#### Language Skills:

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedures manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of the organization.

#### Mathematical Skills:

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate ratio and percentages.

#### Reasoning Ability:

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

### Computer Skills:

To perform this job successfully, and individual should have knowledge of Microsoft Office and preferably WRMD software.

### Certificates, Licenses, Registrations:

- Current valid California Veterinary Medical License.
- National licensed to practice veterinary medicine in the United States (NAVLE)
- Licensed to practice veterinary medicine in the state of California (CVMB)
- DEA license for controlled substances
- USDA National Accreditation level 2
- Must possess a valid California driver's license, with a clean driving record to be insured with our insurance.

### Other Qualifications:

- Upon hire, must have or be willing to obtain the Rabies pre-exposure prophylaxis vaccination series or have a protective antibody titers
- Must be able to work cooperatively with co-workers, volunteers, extern, interns and the general public.
- Must be able to provide a friendly, tolerant environment for staff, volunteers, interns and externs.
- Must be able to act decisively regarding constantly changing animal cases and situations.
- Must be able to work quickly, efficiently and calmly under stressful conditions.
- Must be able to respond to after hour hospital emergencies
- Must possess good verbal and written communication skills.
- Upon hire, must complete and pass background check

### Desired qualifications:

- Experience in epidemiology and veterinary public health assessments. Working with regulatory agencies in disease detection, research and surveillance.
- Experience in public forums in topics related to wildlife (co-existence, transmissible/zoonotic diseases...)

### **Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical demands: must be able to lift a minimum of 40 pounds. Work is done which may require hiking, climbing, lifting, bending, stooping, pushing and other moderately strenuous activities.

While performing the duties of this Job, the employee is regularly required to use hands to finger, handle, or feel; reach with hands and arms; talk or hear and taste or smell. The employee is frequently required to stand; walk and sit. The employee must occasionally lift and/or move up to 40 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

**Work Environment:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is routinely exposed to toxic or caustic chemicals; routine exposure to zoonotic diseases, aggressive and feral animals; routinely exposed to mechanical moving parts; outside weather conditions and risk of radiation. The noise level in the work environment can be loud.

**Contact:**

Send cover letter and resume to Jennifer Brent ([jennifer@cawildlife.org](mailto:jennifer@cawildlife.org)). No calls please.

EOE/M/F/D/V/SO