



# Georgian Triangle Humane Society Job Description

**Position:** Director of Medicine, Veterinarian

**Reports to:** Executive Director

**Supervises:** Hospital Administrator and RVT Hospital; indirectly supervises Hospital volunteers

**Revised:** October 2022

**Position Summary:** Reporting to the Executive Director, the Director of Medicine, Veterinarian is responsible for the overall oversight and direction of the health of the animals within the GTHS and within the high-volume, low-cost spay/neuter hospital. This will include surgical procedures (primarily sterilization surgeries) for animals within the GTHS program as well as members of the public; as well as diagnostic testing and treatment of illnesses within the animal centre. The Director of Medicine will be familiar with best practices surrounding Shelter Medicine and Clinic practices to be an effective leader for the medical team (staff and volunteers).

**Position Schedule:** 28 hrs per week (7-hour shifts; 4 days per week)

## Roles and Responsibilities

### *Surgical Procedures:*

- Examines animals pre-op to determine their ability to withstand surgery
- Performs all surgical sterilizations for animals within the shelter, community cats, and clients of the high-volume, low-cost spay/neuter companion animal hospital
- Supervises animal post-op examinations as necessary to ensure appropriate healing
- Ensure all team members are adhering to proper pre-, peri- and post-operative care of patients

### *Shelter Medicine*

- Examines animals within the GTHS program for illness, injury or disease as needed
- Prescribe medications and/or diagnostic testing where required
- Reviews and modifies shelter medicine practices and procedures
- Provides input into whether animals are medically ready for adoption
- Develop adoption resources related to medical conditions involving on-going care where required
- Ensure that GTHS shelter medicine policies are current and up to date. Create new policies and treatment plans as needed.

### *Team Leadership*

- Work closely with the management team of the GTHS to set strategies and organizational goals, provide mentorship to team members, and ensure organizational success



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- Embrace and consistently enact organizational values of leadership, empathy, vulnerability, and hope, supported by being authentic and accountable to yourself and your team
- Ensure the team works in a safe, healthy, and supportive environment in accordance with all appropriate legislation and regulations
- Develops strong relationships with team members ensuring that they are engaged, informed, and recognized for their contributions

## Qualifications

- Must be a licensed veterinarian in the Province of Ontario, ideally with experience or interest in shelter medicine
- Ability to conduct 10-15 spay/neuter surgeries daily (70% feline) and dental surgeries or willingness to learn
- Strong time management, analytical and organizational skills as well as demonstrated leadership capabilities
- Establish and maintain positive working relationships with others, both internally and externally, to achieve the goals of the organization
- Work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance the health and wellbeing of the animals in our care
- Positively influence others to achieve results that are in the best interest of the organization
- Demonstrated ability to deal with people sensitively, tactfully, diplomatically and professional at all times