



Georgian Triangle Humane Society

Job Description & Job Posting

Position: Director of Medicine (DOM), Veterinarian

Reports to: Executive Director (ED)

Revised: July 10, 2024

Overview: The Georgian Triangle Humane Society (GTHS), in the beautiful 4-season town of Collingwood, is looking for a Director of Medicine (DOM) to lead our hospital team. We offer an excellent compensation package including a benefits program, paid licensing and membership dues, time off for professional development, paid sick time, and vacation allowance to allow time to recharge. Our talented and collaborative team is passionate about shelter medicine and having fun. We have big growth plans and are well underway for our capital campaign which you will have an impact in designing the workflow and support team you need in a beautiful new building to grow our hospital operations 2x. We are fully equipped with surgical, dental and x-ray capabilities. Collingwood is the perfect launching pad for skiing, hiking, mountain/road biking, the beach and watersports, family activities and more. For more information, please email the recruitment team and Executive Director at careers@gths.ca and we look forward to connecting with you.

Position Summary: Reporting to the Executive Director, the Director of Medicine, is responsible for the oversight and direction of the health of the animals within the GTHS Animal Centre and public animals. This will include performing surgical procedures (primarily sterilization surgeries) for animals within the GTHS program and outreach initiatives. Spearheading creating/maintaining shelter medical Standard Operating Procedures (SOP) and treatment of illnesses within the shelter population. Community programs may include vaccination clinics and wellness/surgical outreach to first nation communities that GTHS has forged relationships with. The Director of Medicine should continue to be familiar with best practices surrounding Shelter Medicine and maintain CVO standards for accreditation.

Position Schedule: 40 hrs per week (Averaging 7-8 hours/day on-site, some work/records can be done remotely) for 5 days per week Monday-Friday. Also infrequent on-call responsibilities for evenings or weekends.

The Georgian Triangle Humane Society envisions a community that is compassionate and caring towards pets and each other. At the GTHS, we are passionate about solving the impossible until it becomes possible. We support lifelong learning in our team's continued pursuit of information to empower them in their current role. Our values direct our organization in all that we do, from the programs and services we create, to our policies and procedures, our team, and to how we ultimately care for our pets and community. Our values include:

- Compassion for Pets and People
- Well-Being
- Perseverance
- Inclusivity
- Lifelong Learning



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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 cat program, 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 shelter population for illness, injury or disease as needed
- Prescribe medications and/or diagnostic testing where required
- Reviews and modifies shelter medicine practices and procedures (Standard Operating Procedures-SOP)
- Provides input into whether animals are medically ready for adoption
- Develop adoption resources related to medical conditions involving on-going care, where required
- Provides training and on-going professional guidance/development to team members, responsible for providing input into Performance management/review process for staff team members

Qualifications

- Must be a fully graduated veterinarian (DVM) from an accredited institution. Must be or willing to become a licensed veterinarian in the Province of Ontario, ideally with experience or keen interest in shelter medicine
- Ability to conduct ~15 spay/neuter surgeries daily (70% feline) and dental surgeries
- Strong time management, analytical and organizational skills
- Demonstrated leadership capabilities, preferably with experience with leading Registered Veterinary Technicians (RVT's), and Veterinary Assistants (VA's),
- Willingness to lead/oversee volunteer hospital team members, or experience with volunteer management
- Establish and maintain positive working relationships with others, both internally and externally, to achieve the goals of the organization, in congruence with our mission and organizational values
- 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



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- Demonstrated ability to deal with people sensitively, tactfully, diplomatically, and professionally
- Act as senior leadership member of the organization, both internally and externally to the public, where required

Position Perks:

- Opportunities for team connections and collaboration in person
- Professional development/training opportunities
- Regular interactions with adorable animals and a meaningful impact in daily work

If this position sounds like the right fit for you, please submit your resume and cover letter to careers@gths.ca. This position will remain open until filled; interviews will be scheduled as candidates are selected. This job posting is also available on our website for those interested in further details. *We thank all applicants for their interest, however, only those selected for an interview will be contacted. The GTHS will endeavor to make accommodations based on individual accommodation needs.