

Animal Shelter Veterinarian, Full-Time and Part-Time - Public Works Department (2300189)

Recruiter
Gonzalez, Diana

Primary Location
United States > California > San Jose

> 200 E Santa Clara , San Jose,
95113-1905

Job Description

About the Department

The Department of Public Works is responsible for delivering capital improvement projects for a wide variety of City facilities and infrastructure, maintaining City facilities and fleet assets, facilitating, and regulating development activities, and providing animal care and services. The Department is committed to delivering high-quality service, partnering with the community, and providing an excellent environment in which to work.

Salary Information

The total salary range for Full-Time Animal Shelter Veterinarian is \$146,196.96 - \$178,105.20.

The total hourly range for Part-Time Animal Shelter Veterinarian is \$61.83 - \$85.63.

These amounts include an approximate five percent (5%) ongoing non-pensionable pay. Actual Salary shall be determined by the final candidates' qualifications and experience.

Additionally, Animal Shelter Veterinarians (Full Time) are eligible for a hiring incentive that shall provide a one-time, non-pensionable payment of \$20,000 upon hire.

Position & Duties - External

Pursuant to the City ' s Covid 19 Mandatory Vaccination Policy, the City of San Jose is requiring all new hires to provide proof of Covid-19 vaccination as a condition of employment absent a documented medical and/or religious exemption. Please note that applications are currently not accepted through CalOpps or any other third party job board application system. To apply, applicants must complete an application via the City of San Jose ' s website at www.sanjoseca.gov/citycareers.

The City of San Jose, Animal Care and Services Division is seeking two (2) full-time Animal Shelter Veterinarians and multiple part-time Animal Shelter Veterinarians to work at the Animal Care Center. The Animal Shelter Veterinarian may perform all aspects of shelter medicine in a large animal shelter. Duties may include routine spay/neuter surgeries on cats, dogs, and other animals as indicated. This position provides direct care and treatment of homeless animals entering the City of San Jose ' s Animal Care Center.

In addition, this position is required to diagnose, treat, and/or recommend euthanasia. Registered Veterinary Technicians will be assigned to assist this position with the preparation and post-surgery processes of spay/neuter and other surgical procedures.

The full-time benefited position and part-time unbenefited positions will be reporting to the Medical Services Director (Division Manager) of Animal Care and Services. This classification is represented by City Association of Management Personnel (CAMP).

Duties may include, but are not limited to the following:

- Directs, coordinates and performs the screening, diagnosis, and basic and emergency medical treatment of animals in the shelter.
- Performs or supervises the visual monitoring of impounded animals, including those that may be isolated or quarantined for signs of illness or unusual behavior.
- Performs surgical procedures, including spay/neuters and vaccinates animals to prevent diseases.
- Maintains accurate medical records of animals.

- Effectively communicates the condition and status of animals with shelter staff to allow shelter staff to communicate with public.
- Advises staff on matters within the veterinary field.
- Orders, maintains and controls the drugs used at the shelter and in the field.
- Trains appropriate staff in administering first aide and vaccinations to animals, the performance of euthanasia and other paramedical duties.
- Performs and directs staff to perform euthanasia of animals that are irremediably suffering from serious illness or severe injury, as necessary
- Ensures that shelter staff participates in a comprehensive disease prevention program for the animal shelter.
- Participates in special spay/neuter or vaccination clinics.
- Supervises staff to include: prioritizing and assigning work; providing technical guidance to staff; ensuring staff are trained; and making hiring, termination and disciplinary recommendations.
- Ensures compliance of activities to codes and all legal regulations.

Physical Requirements

Employees must possess the ability to lift, carry, push, and pull materials and objects up to 50 pounds while handling animals and equipment. Employees may be exposed to cold and hot temperatures, loud noises, odors, dust, air contaminants, blood borne pathogens while using hypodermic needles on animals and may be exposed to animal scratches and bites.

Qualifications - External

Education and Experience: A degree from an accredited college or university in Veterinary Medicine.

Certification or License:

- Valid California license to practice veterinary medicine in the State of California is required.
- Ability to register with the Drug Enforcement Administration for controlled substances
- Valid California Driver's License and a good driving record.

Employment Eligibility: Federal law requires all employees to provide verification of their eligibility to work in this country. Please be informed that the City of San Jose will NOT sponsor, represent or sign any documents related to visa applications/transfers for H1-B or any other type of visa which requires an employer application.

The ideal candidate will possess the following competencies, as demonstrated in past and current employment history. Desirable competencies for this position include:

Job Expertise – Demonstrates knowledge of and experience with applicable professional/technical principles and practices, Citywide and departmental procedures/policies and federal and state rules and regulations.

- Experience in following medical standards and procedures for the maintenance of healthy, safe, and sanitary facilities
- Experience performing spay/neuter procedures and vaccinations in a high-quality, high-volume environment
- Experience working in a high-volume shelter
- Experience handling and treating aggressive and/or feral animals in a safe manner
- Ability to operate assigned medical equipment
- Knowledge of applicable professional/technical principles and practices
- Applies technical and procedural know-how to get the job done
- Demonstrates some knowledge and use of applicable federal and state rules and regulations
- Serves as a “ resource person ’ ” on whom others rely for advice
- Keeps informed of the latest developments in area of specialty
- Ability to examine, evaluate and treat animals in a professional, safe and efficient manner
- Ability to develop and implement methods to control and prevent the spread of diseases in a shelter
- Ability to plan, assign, supervise and train staff and volunteers in the paraprofessional treatment and humane care of animals
- Knowledge of safety regulations and safe work practices

Customer Service - Demonstrates the ability to anticipate customers' needs and deliver services effectively and efficiently using professional demeanor.

Decision Making - Identifies and understands issues, problems, and opportunities; uses effective approaches for choosing a course of action or developing appropriate solutions.

Initiative - Exhibits resourceful behaviors toward meeting job objectives; anticipates problems, is proactive, and avoids difficulties by planning ahead; displays willingness to assume extra responsibility and challenges; pursues continuing education opportunities that promotes jobperformance.

Leadership - Leads by example; demonstrates high ethical standards; remains visible and approachable and interacts with others on a regular basis; promotes a cooperative work environment, allowing others to learn from mistakes; provides motivational supports and direction.

Communication Skills – Effectively conveys information and expresses thoughts and facts clearly, orally and in writing; demonstrates effective use of listening skills; displays openness to other people's ideas and thoughts.

Collaboration - Develops networks and builds alliances; engages in cross-functional activities.

Selection Process

The selection process will consist of an evaluation of the applicant's training and experience based on the application and responses to the Job Specific Questions. Only the candidates whose backgrounds best match the position will be invited to proceed in the selection process. Additional phases of the selection process will consist of one or more interviews.

You will be prompted to answer the following job-specific questions during the online application process. Please note that there is a 4,000-character limit, including spaces, for each text response.

1. Please describe your education and experience in performing spay/neuter procedures on cats, dogs, or other animals.
2. Please describe your experience making outcome decisions (adoption, euthanasia, TNR, etc.) with shelter staff. Indicate N/A if you do not have experience.
3. Please describe your experience in handling and treating fearful animals. Indicate N/A if you do not have experience.
4. Please indicate your interest in full-time benefited or part-time unbenefited position.

You must answer all job-specific questions in order to be considered for this vacancy or your application will be deemed incomplete and withheld from further consideration.

This recruitment may be used to fill multiple positions in this division. If you are interested in employment in this classification, you should apply to ensure you are considered for additional opportunities that may utilize the applicants from this recruitment.

If you have questions about the duties of these positions, the selection or hiring processes, please contact Diana Gonzalez via email at diana.gonzalez@sanjoseca.gov.

Additional Information

Visit Human Resources Benefits

Visit Department of Public Works

Visit Animal Care and Services Division

The application process is open until the positions are filled. If your online application was successfully submitted, you will receive an automatic confirmation email to the email address you provided. IF YOU DO NOT RECEIVE THE CONFIRMATION, please email CityCareers@sanjoseca.gov and we will research the status of your application. Please contact Human Resources at (408) 535-1285, or Human.Resources@sanjoseca.gov if you have any questions.