

**Job Title:** Advanced Practice Veterinary Technician Specialist - San Ramon, CA

**Company Name:** Veterinary Emergency Group

## **WHO WE ARE:**

Veterinary Emergency Group (VEG) is revolutionizing the Veterinary Emergency experience. Our mission is to help people and their pets when they need it most. Emergency is our middle name. It's all we do, so we do it best! The way that Veterinary Emergency was meant to be is now a reality. We are reimagining every part of the process with a unique customer experience, a highly trained emergency focused staff, and on-site advanced diagnostic tools and treatments. Our patients see a doctor right away, and clients can stay with their pet through every step of the process. We literally tear down old walls to unite customers with their VEGgie heroes and to see the amazing work they do. We liberate our employees to be all they can be. We brush away systems that don't make sense. We crush old rules. We breathe new life into the veterinary profession.

## **CULTURE AT VEG:**

At VEG, we want people and their pets to feel safe, secure, and valued. We aim for our employees to feel the same way. We lead with our values of togetherness, openness, heroic helping, and meaningful moments. We are actively evolving to ensure that VEG is not only the best and brightest place to work today, but also a leader in how we think about elevating our employees to grow along with us. For our customers and their pets, we find a way to say, "Yes". We do the same for our employees.

## **WHO WE NEED:**

At VEG, our credentialed veterinary technicians are our VEG Nurses. A further step is the VTS Nurse and for those superheroes who still want more, we've created the Advanced Practice Veterinary Nurse (APVN)- a driven, caring, compassionate Veterinary Technician Specialist who is ready to grow to the highest level of clinical nursing practice within VEG. This is the role VTSs have been looking for and never had the opportunity to do- as it is a special mix of performing high level clinical assessments, while giving people and their pets the best nursing attention with provider-level care. The APVN also functions as a trainer and leader within the VEG hospital, showing assistants and nurses that this is truly a clinical career path.

## **WHAT YOU CAN EXPECT TO DO:**

The APVN helps to 'fill the gap' of care between high level nursing and doctors- doing everything possible within the scope of practice set forth by the state practice act of nursing where the individual practices, including performing procedures such as (not an exhaustive list, not all may be possible in all states) The APVN may perform any or all of the following based/depending on state practice acts:

- Performs advanced clinical assessment
- Perform advanced diagnostics and more intensive procedures
- create treatment plans (under guidance/approval of DVM they are partnered with per state practice acts)
- POCUS/PLUS Exams
- Urethral unblocking cats/dogs
- Wound care

- Suturing lacerations/closing skin (superficial)
- Abscess care/treatment
- Abdominocentesis (diagnostic/therapeutic)
- Thoracentesis (diagnostic/therapeutic)
- Chest drain placement
- Sacrococcygeal analgesia
- Gastric trocarization with decompression
- Advanced vascular access (relief holes, arterial, etc.)
- Esophagostomy tube placement
- Endoscopy (GI foreign body removal)

## **WORK THE FLOOR:**

The APVN can serve in various 'models' based on the unique VEG hospitals need:

- 1- Outpatient/Inpatient hybrid
- 2- Hospitalist/procedures

While partnering with doctors, working as an APVN on the floor allows time to critically think about patients, assess if treatments are working, make recommendations for alterations or adjustments to their care, and have more of a direct impact on the patient's outcome. Instead of performing treatments ordered, the APVN has a distinct opportunity to be both an educator of the customer and a driver and facilitator of the care of their pet. This may be done either in the outpatient setting or as a hospitalist, with the focus being only on patients in the ICU; or a hybrid of both.

## **WHAT YOU NEED:**

- Certification as a Veterinary Technician Specialist in Emergency and Critical Care
- Credentialed to practice as a Veterinary Technician in the state in which you practice
- 5+ years of experience as a credentialed veterinary technician (LVT/CVT/RVT/LVMT)
- Ability to think critically and quickly create potential diagnostic plans, treatment plans, and differential diagnoses
- Ability to perform advanced procedures
- Communicate effectively with the Doctors and Nursing teams on the floor to coordinate care and maintain collaborative relationships between all for the best possible outcomes of patients and customers
- Skillful conflict resolution when necessary, whether it be with a customer, co-worker, or doctor- helping all to come to the best resolution for the patient and customer at all times
- Embrace The VEG Way of practicing medicine and be excited to share your perspective and experience
- The ability to recognize and celebrate other teammates' success when they see it
- Eagerness to continue to grow as a APVN through developing personal skills and knowledge
- Willingness to complete intensive in-house APVN Certification training program
- Desire to travel to off-site training facilities as needed

## **BENEFITS:**

VEG's total compensation package for this role is:

- Full time employment and benefits with VEG
- Pay Range: \$50-53/hour
- 401K w/ company match
- Equity Sharing annually for credentialed technicians (VEG Nurses) with 100% vesting
- Health, Vision, and Dental Insurance
- Paid parental leave - 10 weeks of paid leave at 100% of regular salary
- Unlimited Continuing Education (C.E.) opportunities - we want to help you grow in your career! (additional Travel Stipend!)
- Paid parental leave - 10 weeks of paid leave at 100% of regular salary
- In-House Training Certification Program created for this position to support and mentor you!
- Flexible work schedules for a true work-life balance
- Something new every day - you'll never be bored in emergency medicine
- You'll be using all of the latest equipment and technology
- Generous employee pet discount
- Hospital stocked with fresh groceries and snacks, monthly and quarterly contests, quarterly hospital outings, annual company-wide retreat, etc!
- Referral rewards - tell your friends why they should come work for VEG too!
- Lastly, because while our work is serious, we believe that it should also be fun!

VEG celebrates diversity and is committed to creating an inclusive workplace that represents a variety of backgrounds, perspectives, and skills. You've found the equal opportunity employer you are looking for. We can't wait to meet you!