Lead Registered Veterinary Technician

At Campus Veterinary Clinic we are looking for a Lead Registered Veterinary Technician to join our three-doctor, family-owned practice located in Berkeley. Our ideal team member is passionate about animal wellness, has the ability to play a vital role in providing quality medicine, is service-oriented, and thrives in a busy environment.

About Campus Veterinary Clinic
At Campus Vet we are driven by our clinic values of Respect, Integrity, Compassion, Teamwork and Engagement. We have three amazing doctors who respect our clients and truly value the team, and high-quality technicians, veterinary assistants and CSRs that support one another. And we have a loyal, educated, highly compliant clientele.

The owners – Dr. Patrick and Christine Pierson – believe every staff member plays a vital role in the success of Campus Veterinary Clinic. Together, the Campus Vet team strives to provide exceptional medicine and client service while maintaining a professional yet fun work environment. We take a collaborative approach to care, with a focus on open communication and strong rapport between doctors and staff.

We offer a robust compensation package - including competitive pay, monthly bonuses, medical and dental benefits paid at 80%, paid time off, retirement plan with employer match, pet care discounts, CE allowance, uniform allowance, and more! Plus, everyone has a set work schedule!

Ideal Candidate
You are a dynamic RVT, with one foot planted firmly in medicine and the other in management. You have strong veterinary clinical skills and medical knowledge which allow you to practice stellar medicine and provide excellent care. You are also a natural leader who can achieve a high-functioning, dedicated team members who love their job.

You are hands-on, willing to be in the trenches with your team whether that’s cleaning cages or scrubbing in for surgery. You’re always thinking and doing one step ahead of everyone else, prepping in advance for appointments and procedures, anticipating doctor and clinic needs, and addressing brewing personnel issues before they boil over. You take pride in your keen attention to detail and never missing a step. You remain calm under pressure and lead your team to achieve excellence even when under duress.

Position Summary
The Lead RVT is responsible for the management of the entire technician and veterinary assistant team, ensuring the clinic’s high standards of patient care and client service are maintained, that the necessary operational efficiencies are met, direct hospital flow and contribute to a positive work environment. The Lead RVT also serves as an integral member of the clinical team, and is actively involved in providing medical care. The Lead RVT must practice role-modeling as a gold standard, and have a proactive approach that embraces and champions Campus Veterinary Clinic’s mission, vision and values. All of this is achieved while working in collaboration with the practice management, veterinarians, and lead CSR.
Key Attributes

- **Leadership** - Your natural style is to mentor versus dictate. You are able to gain and maintain the trust and respect of your team, and to motivate them to achieve their best each and every day. And you do this proactively on a daily basis.

- **Communicator** - With excellent communication skills, you are able to clearly and concisely communicate needs and direction in a respectful manner to doctors, technicians, veterinary assistants, and CSRs. You are able to explain to clients in layman’s terms the diagnosis and treatment options for their pet.

- **Collaborative** - You have a strong ability to develop positive rapport with others, including coworkers, clients and vendors, and are able to maintain a collegial relationship with your colleagues despite differences in personality or skill sets. You embrace working with others in a constructive manner, and understand the importance of teamwork.

- **Prioritization** - You’re able to prioritize competing tasks on the fly, making sure everything gets done well and efficiently. This organization keeps the clinic flowing smoothly.

- **Solution-oriented** - Rather than complain about an issue, you figure out how to fix it. You are focused on problem-solving, both in the moment and when addressing longer-term issues.

- **Adaptable** - You are never content with good enough. You recognize that there is always room for improvement, and are consistently looking for ways to improve yourself, your team and the clinic. You know that veterinary medicine is an ever changing field, and strive to keep up with the latest treatment options and techniques.

- **Self-motivated** - You have an innate motivation that drives you to be your best. Sitting still isn’t for you; you’re constantly moving because there is always something to be done.

- **Detail-oriented** - With lives on the line, veterinary medicine doesn’t allow for mistakes. You have a keen attention to detail, both when completing your own tasks and noticing what your colleagues are doing.

Key Responsibilities

- Serve as the Lead RVT on the floor, practicing the gold-standard in medicine with proficiency in the following skills: venipuncture, IV catheter placement, running lab work, cystocentesis, taking digital radiographs, giving injections (IV, IM, SQ), inducing anesthesia, intubation and monitoring anesthesia, dental prophylaxis including dental x-rays and extractions.

- Enforce all clinic processes and protocols among the technicians and veterinary assistants, and ensure they are consistently being followed.

- Manage the flow of the hospital, in conjunction with the Lead CSR and Veterinarians on duty.

- Provide day-to-day management of technicians and veterinary assistants, including addressing performance issues, and providing mentorship and training for the team.

- Create the staff work schedule. Ensure scheduling each day meets the needs of the Veterinarian on duty, the expected appointments and procedures, and individual technician and veterinary assistant skill sets to ensure we can provide the best medicine, care and service.

- Conduct inventory ordering and control.

- Ensure the clinic is in compliance with OSHA standards and regulations. Train all staff to ensure safety protocols are followed and risk of potential injury is minimal.

- Oversee the maintenance and service of all medical equipment, including Idexx laboratory machines (ProCyte, SediVue and Catalyst), digital radiology machines, ultrasound, etc.

- Attend weekly meetings with clinic management.

Interested in learning more? Please contact Christine Pierson, Hospital Administrator, at campusveterinary@gmail.com (confidential) or 510-549-1252. All inquiries will be kept confidential.

We look forward to hearing from you soon!