

Ralston Veterinary Clinic

Job Title: Associate Veterinarian

Job Class: Exempt

Reports to: Medical Director, CEO, and Practice Manager

Date of Preparation: 7/21/08; 1/22/14; 8/31/16

Hours Per Week: 35-40+

EDUCATION AND EXPERIENCE:

1. Possession of a degree of Doctor of Veterinary Medicine accredited by the Council on Education of the American Veterinary Medical Association required.

LICENSE and CERTIFICATION:

1. Possession of license to practice veterinary medicine in the State of Nebraska.
2. Must be registered with the U.S. Drug Enforcement Administration for the use of controlled substance in the State of Nebraska.
3. License must be kept current as a condition of continued employment.

JOB SUMMARY:

Associate veterinarian performs clinical work in AAHA accredited private practice. Small animal practitioner cares for companion animals, such as dogs and cats.

WORKING CONDITIONS:

Veterinarians often work long hours, weekend and holiday rotation for hospitalized patients, respond to emergencies and squeezing in unexpected appointments. The work setting often can be noisy and malodorous. When working with animals that are frightened or in pain, Veterinarians risk being bitten, kicked, or scratched.

ESSENTIAL JOB FUNCTIONS:

1. CLINICIAN

- Diagnoses and treatment of disease, injuries and disorders of the patient.
- Administers and promotes Preventive Care protocol.
- Monitors support team to ensure correct treatment and handling of patient.
- Performs surgery and oral surgery (dental).
- Work in partnership with client(s) for best medical recommendations for each patient's individual needs.
- Educates and communicates to the client regarding zoonotic disease, pet ownership and medical recommendations.
- Document in Avimark medical charts for client communication and patient medical information including SOAP format.
- Perform euthanasia as necessary.
- Uses critical thinking skills, logic and analysis to identify the strengths and weaknesses of different medical approaches.
- Practice veterinary medicine within AAHA accreditation guidelines.

BEHAVIORAL REQUIREMENTS:

- Client is first priority.
- Balance client's needs/expectations with Ralston Vet's mission
- Able to convey information and ideas through speech in a way that others understand
- Collaborate with Doctor team to ensure continuity of care and share expertise upon request.
- Foster a positive and productive working environment

- Maintain a high level of professionalism at all times
- Abide by all safety policies and foster a safe working environment
- Abide by all company policies and procedures and adapt to changes in those policies and procedures as needed.
- Strong attention to detail.
- Excellent Attendance
- Be able to handle a high stress environment while multitasking and still maintain a professional and positive attitude.
- Ensure a consistent level of care for all patients and clients.
- Time management
- Be able to solve novel, ill-defined problems in complex, real world settings.
- Find ways to be innovative and creative to develop current and potentially future policies and procedures.
- Attend monthly team meetings.
- Embrace employee ownership culture

INTERPERSONAL REQUIREMENTS:

- Communicate with all clients, doctors, visitors and coworkers in a courteous, respectful, and concerning manner.
- Present a positive image of Ralston Vet at all times through actions and words.
- Be self-managed, when required.
- Be aware of how the decisions you make and actions that you take affect all the other departments within the Company.
- Assist other departments as needed
- Communicate concerns to your manager in a timely, professional, and constructive manner.
- Demonstrate confidence in leading others and willingly accept directives.
- Fulfill tasks or duties as requested by doctors, managers, and/or Ralston Vet team members.
- Maintain confidentiality.

DIRECT REPORTS:

None

INDIRECT REPORTS:

Licensed Veterinary Technicians, Veterinary Assistants, Client Care Specialists

PHYSICAL REQUIREMENTS:

0-24% 25-49% 50-74% 75-100%

Seeing: Must be able to read forms, medical charts, computer monitor, and labels on products, cleaners, and medications. Ability to see 20 inches or less and be able to judge distance and spacial relationships.				X
Hearing: Must be able to hear well enough to communicate with co-workers and clients both in person and on the telephone.				X
Standing/Walking or moving about on foot:				X

Fingering/Grasping/Feeling: Must be able to operate computer, manipulate, hold surgical instruments and diagnose through touch.				X
Stooping/Kneeling and reaching: Frequent stooping, kneeling and reaching to access pets and supplies, ability to extend arms and hands in any direction.				X

PHYSICAL DIMENSION for Lifting, Carrying, Pushing, and Pulling:

Must be able to lift 40 lbs and carry 50 yards.

Note: The statements herein are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.