

# Market Range Detail - Veterinarian - Chief

## Effective Date

February 29, 2016

## Market Range Title Description

FLSA STATUS: Exempt (Executive)

CLASSIFIED/AT-WILL: At-Will

## POSITION OVERVIEW

Provides and directs professional and technical veterinary services for Animal Care & Control. Plans, organizes, directs, and manages veterinary and shelter medicine services, and acts as an advisor to senior management to promote the health, safety, and welfare of people and pets.

## DISTINGUISHING CHARACTERISTICS

This one management position reports to the Director of Animal Control and is responsible for directing the operations of the veterinary and shelter medicine services and supervising clinical staff. Chief Veterinarian differs from the next lower class, Veterinarian, in that in addition to providing surgical and veterinary medical care, the latter has supervision and program management responsibilities.

## ESSENTIAL JOB TASKS

(This is not an all-inclusive list of all job duties that may be required; employees will be required to perform other related duties as assigned. List in order of importance.)

- Recommend, develop, implement, and manage veterinary processes, programs and systems that address health and disease prevention needs in a shelter environment to reduce euthanasia, enhance life expectancy, and reduce behavioral problems in shelter animals.
- Oversee veterinary clinic operations to include: budget, procurement, clinic policy and procedure, daily clinic operations, clinic related areas of public programs, statistics, develop and maintain relationships with veterinarians in the community, and attend professional meetings.
- Perform physical examinations, vaccinations, and diagnostics to determine and evaluate health condition of animals at the time of impound or prior to adoption or presentation for surgery.
- Perform medical treatments and surgical procedures including sterilizing adoptable animals, monitoring anesthesia and recovery of animals, and performing post-surgical evaluation and treatment.
- Participate in investigations regarding the humane treatment of animals by examining animals at the shelter and documenting findings. Testify in court or other legal proceedings, prepare written reports and provide expert opinion.
- Perform or supervise the visual monitoring of impounded animals including those that may be isolated or quarantined for signs of illness or unusual behavior, document finding, and approve release of animals from rabies quarantine.
- Maintain current DEA licenses and premises permits as required by policy or law; create and monitor drug logs to comply with federal and state laws.
- Instruct, train, and advise staff on proper care, medical treatment, and other animal health related issues, including development of veterinary or animal health handouts.
- Assist with the media and special events when necessary.

## Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.

## Market Range Detail - Veterinarian - Chief

- Manage professional and technical staff including hiring, assigning work, training, scheduling, approving time off, completing performance evaluations, and administering disciplinary action.

### Market Range

**Minimum Hourly Rate**

\$44.65

**Midpoint / Hiring Maximum**

\$55.30

**Maximum Hourly Rate**

\$65.95

### Likely Minimum Qualifications

- Doctorate in veterinary medicine and three years veterinary medicine experience.
- Valid Arizona Veterinarian License, DEA Certificate, and current Arizona Driver's License or the ability to obtain them.
- Experience in shelter medicine, supervision, and program responsibilities is highly desirable.
- 

### Working Titles

- Chief Veterinarian

#### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.