



COUNTY OF SAN DIEGO

Deputy Director, Animal Services Veterinary Operations



THE DEPARTMENT:

The Department of Animal Services' (DAS) mission is 'To protect the health, safety and welfare of people and animals' in the unincorporated area of the County and, by contract, to the cities of San Diego, Carlsbad, Del Mar, Encinitas, Santee and Solana Beach. The Department protects the public from dangerous animals, protects animals from abuse and neglect, and saves the lives of thousands of unwanted, abandoned or lost pets each year. Approximately 25,000 animals enter DAS' three animal care facilities annually. We provide animal-related law enforcement, sheltering, necessary medical treatment for animals in our care, and pet adoption services. The Department has 124 full-time employees and a budget of approximately \$16 million.



THE POSITION

The Deputy Director, Animal Services, Veterinary Operations, plans, directs, and coordinates professional and support staff to include: 1 Veterinarian, 1 Animal Medical Operations Manager, 7 part-time Veterinarians, 9 Registered Veterinary Technicians (RVT), and 3 part-time RVTs. The major functions of the position are to provide leadership and direction of veterinary medical operations at all three animal care facilities; additionally, the position coordinates, oversees, and directs animal health care programs.

The position is the principal advisor to the Department Director on animal health care practices to maintain compliance with established standards of care and may be designated as the responsible managing licensee for the purpose of premise registration. The position oversees medical care and treatment of all animals under the care and in the custody of the Department.

The Deputy Director will participate in a wide variety of management level activities including proper animal care and safety programs to protect the well-being of the staff, the public, and the animals in the Department's care.

The Deputy Director will:

- Direct, organize, and coordinate professional and support staff in carrying out a variety of services such as animal services, support services, investigations, emergency response, communications, and community engagement, employee engagement, and related administrative functions.
- Interact and communicate effectively with other County departments, governmental officials, and Boards, staff, the public, media sources, and community groups to convey information on an individual basis or at group meetings.
- Review programs for risk, progress, and implementation in accordance with federal, state, and local laws, regulations, and guidelines.

THE IDEAL CANDIDATE

- Possesses a degree in veterinary medicine and is licensed in the state of California and posses or be able to obtain a Drug Enforcement Administration (D.E.A.) controlled substance registration.
- Has ability to analyze critical medical and administration situations and take appropriate action.
- Has broad management experience in animal sheltering with emphasis on providing state-of-the art, high quality animal medical services in the most efficient manner.
- Has extensive knowledge in evaluating program quality, cost, and overall effectiveness to recommend and implement changes and improvements.
- Has demonstrated leadership abilities to use team building skills to ensure the medical division works well with other divisions within the Department. Manage professionals including mentoring and developing staff not under his or her direct supervision.
- Is motivated in performing beyond the requirements of the position.
- Actively initiates and stimulates change in the organization. Is tenacious and perseveres in finding effective solutions to accomplish goals.
- Understands multiple stakeholder needs and follows through on commitments while maintaining good working relationships.
- Anticipates future consequences and trends accurately and applies knowledge and principles appropriately.



EDUCATION AND EXPERIENCE

A bachelor's degree from an accredited U.S. college or university, or a certified foreign studies equivalency AND five years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three years of management level experience and at least one year of supervision. **A degree in veterinary medicine from an accredited university of veterinary medicine and license to practice veterinary medicine in the state of California, experience in shelter medicine, shelter supervision, or specialized training in these areas is highly desirable.**

Click [here](#) to view the complete job description including minimum qualifications, required licenses and working conditions, etc.

COMPENSATION

The hiring salary range for this position is between \$85,000 - \$104,000. Placement within this range is dependent on the qualifications of the successful candidate. Annual salary reviews are performance-based and goal oriented. May be eligible for relocation allowance.

THE GENERAL MANAGEMENT SYSTEM

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). The successful candidate must have a general understanding of the GMS. For more information regarding GMS, click:

<http://www.sdcounty.ca.gov/cao>.



APPLICATION AND RECRUITMENT PROCESS

This recruitment will remain open until sufficient number of applications are received, Initial review will begin 8/4.

To apply, click [here](#). In addition to completing the on-line application, please attach a resume. You may direct any questions about the application process, to Joel Sevilla, Human Resources Analyst, joel.sevilla@sdcounty.ca.gov. For questions regarding the position, contact Shontay Turner, Departmental Human Resources Officer, Department of Animal Services at shontay.turner@sdcounty.ca.gov or (619)767-2741. To be considered, please submit a letter of interest and an updated resume indicating your employment history, positions held, dates of service, areas of experience, levels of responsibility, reporting structure, size of staff, and an indication of current salary.

SELECTION PROCESS

An Evaluation Board Committee will convene to review submittals and identify top competitors to be considered for appointment. Only those candidates with backgrounds best meeting the needs of the County will be invited and scheduled for an interview. Submittals will be held confidential and candidates will be kept informed of their status during the selection process.

SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, Veterans, minorities, and persons with disabilities are encouraged to apply. Disabled persons may make accommodation arrangements by contacting the Department of Human Resources.

The County of San Diego and its employees embrace the Live Well San Diego vision: A region that is Building Better Health, Living Safely and Thriving. Click here for more information www.livewellsd.org.



Under California Government Code Sections 3100 - 3109, public employees are designated as disaster service workers. The term "public employees" includes all persons employed by the state or any county, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.

Equal Opportunity Employer