



COUNTY OF  
SAN DIEGO



# Career Opportunity Veterinarian

Anticipated Hiring Range: \$119,995.20 - \$147,513.60 Annually

*Excellent Benefits Package*





# THE POSITION

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## Veterinarian

Veterinarian is a professional classification that is responsible for providing leadership and direction for the medical and surgical care of shelter animals. The incumbent will primarily perform high-quality spay/neuter surgeries and will also triage a diverse caseload, diagnose a wide variety of medical conditions, develop treatment plans, communicate efforts for the containment of contagious diseases, oversee the distribution and use of controlled drugs and ensure all veterinary work is performed in accordance with State law, County policies and best practices. Responsibilities include, but are not limited to, conducting exams, providing routine care, performing surgical procedures, maintaining thorough medical records, advising and training staff, being a liaison with veterinary community partners, managing supply inventory, assisting with the documentation of animal cruelty cases and working in partnership with the Animal Medical Operations Manager (AMOM) to operate within budgetary guidelines while maximizing care and treatment of animals.



## DEPARTMENT OF ANIMAL SERVICES

The Department of Animal Services (DAS) is a nationally recognized organization that works to protect animals from abuse and neglect and the public from dangerous animals, and saves the lives of thousands of unwanted, abandoned, or lost pets each year. The Department has 66 full-time staff, two shelter facilities located in Bonita and Carlsbad and an operating budget of \$11.3 million. DAS will soon occupy a newly constructed animal shelter in Santee to replace Bonita and the Director will be responsible for transitioning operations to the new facility. The Department is launching the Pet Health Express, a mobile veterinary clinic, bringing animal services such as microchipping, spay/neuter procedures, disaster preparedness and pet wellness education to underserved areas of the County. The Director will help shape the operational model for Animals Services to incorporate these significant enhancements.

The Department's mission is to protect the health, safety and welfare of people and animals. The Department of Animal Services supports the County's Strategic Initiatives which include Equity, Empower, Justice, Sustainability and Community.

- **Equity** by promoting and conducting vaccination, licensing, and microchipping clinics in the top underserved communities in collaboration with external partners.
- **Community** by partnering with unincorporated communities and using community input to develop an Evacuation Disaster Plan; achieving a goal of 0% euthanasia of any healthy or treatable animals by reuniting lost pets with their owner, through adoption to a new family, or transfer to a rescue partner; and responding to 98% of patrol calls on time.
- **Empower** by continuing to implement business process improvements to enhance DAS' Volunteer Program and increase volunteer and staff engagement.
- **Sustainability** by applying for grants and partnering with foundations to maximize use of outside funding for DAS.

For additional information, please visit the Department of Animal Services [website](#).

# SALARY & BENEFITS

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## ANTICIPATED HIRING RANGE:

**\$119,995.20 - \$147,513.60 ANNUALLY**

## BENEFITS

- 10 days of paid vacation, 13 days of paid sick leave, 12 paid holidays, and 2 floating holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death & Dismemberment Insurance
- Flexible Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the [San Diego County Employees Retirement System](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$8,000
- May be eligible for [Public Service Loan Forgiveness \(PLSF\) Program](#)
- Reimbursement for license renewal fees.

## THE COUNTY OF SAN DIEGO

The mission of the County of San Diego is to strengthen our communities with innovative, inclusive, and data-driven services through a skilled and supported workforce.

- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities throughout San Diego County.
- County services are provided by four business groups (Public Safety, Health and Human Services, Land Use and Environment, and Finance and General Government) each headed by a General Manager who reports to the Chief Administrative Officer. DAS is part of Public Safety.
- The County has a budget of \$8.2 billion and provides services to the residents of the County through its over 20,000 employees in 42 different departments.





## MINIMUM QUALIFICATIONS

### APPLICANTS MUST POSSESS THE FOLLOWING:

A degree in veterinary medicine from an accredited university of veterinary medicine.

#### **CERTIFICATION/REGISTRATION:**

A valid license to practice veterinary medicine in the State of California, which will be maintained throughout employment in this class, is required at the time of appointment AND Possess or be able to obtain a Drug Enforcement Agency (D.E.A.) controlled substance registration.

Note: Two (2) years of experience in veterinary medicine is highly desirable.

## THE IDEAL CANDIDATE

The ideal candidate will be a strong, forward thinking, and innovative leader with outstanding managerial expertise and exceptional oral and written communication skills along with community engagement skills. Their professional history will demonstrate the following leadership competencies, attributes, and experience:

- Demonstrated experience in high volume high quality spay/neuter
- Demonstrated experience in shelter medicine
- Ability to empower and motivate others, manage stress and conflict, lay a foundation of mutual respect and trust, and develop staff by encouraging their contributions
- Strong consensus-building skills with staff, volunteers, and community stakeholders
- Knowledge of process development and improvement, including innovation in technology
- May present and have conversations with various agencies, community members and advocacy organizations



*A new state of the art animal shelter in Santee serving the East and South County.*



# THE COMMUNITY

OF THE COUNTY OF SAN DIEGO



## WORK WHERE YOU PLAY!

From our world-class beaches to almost year-round sunny weather, the County of San Diego offers our residents much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp.

Heading east you will eventually find mountains, that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. And head west, you will run into over 70+ miles of pristine coastline.

### SAN DIEGO COUNTY FACTS:

- 3,339,000 2019 Est. Population
- 4,526 Square Miles
- 70 Miles of Coastline

### SAN DIEGO WEATHER

#### AVERAGES:

- Average Temperature: 63.65°F
- High Temperature: 69.8°F
- Low Temperature: 57.5°F
- Average Rainfall: 10.4 Inches



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset and our customers are our number one priority.



The County of San Diego and its employees embrace the vision of: a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](https://sandiegocounty.gov/strategic-plan) as well as our commitment to serve everyone, to build a [Framework for the Future](#) that will create a County that works for all.

# HOW TO APPLY

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## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

1. Complete the online application at [www.sandiegocounty.gov/hr](http://www.sandiegocounty.gov/hr);
  - select the current job postings link.
2. Attach a copy of college degree/diploma or final transcripts.

Interested candidates are encouraged to apply as soon as possible for consideration.

This recruitment will remain open until filled.

## SPECIAL NOTES

The Department of Human Resources will remove personally identifiable information from all new recruitments. This practice, called Blind Applicant Screening, will hide a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process will help contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

Please make sure to update the Work History in your application profile to match your resumé. Hiring managers will only receive the redacted application (without resumé) to make a determination of which candidates they will interview. Resumé will be sent to hiring managers at the time interviews are scheduled.

## CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Carolina Lee, Human Resources Analyst, Department of Human Resources at [Carolina.Lee@sdcounty.ca.gov](mailto:Carolina.Lee@sdcounty.ca.gov).

Questions regarding the position or department should be directed to Johnna Duty, Senior Departmental Human Resources Officer for the Department of Animal Services at [Johnna.Duty@sdcounty.ca.gov](mailto:Johnna.Duty@sdcounty.ca.gov).