



Office of Human Resources
Shelter Veterinarian - CO2712
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General Statement of Duties

Performs a variety of full performance clinical, laboratory, and surgical activities at the animal shelter and ensures all animals receive humane and appropriate medical treatment in the clinic.

Distinguishing Characteristics

This class provides veterinarian care for animals at the animal shelter. This class is distinguished from a Veterinary Technician that performs standard level health monitoring and participates in the medical care of animals at the Denver Municipal Animal Shelter (DMAS).

Level of Supervision Exercised

Supervises two or more employees.

Essential Duties

Provides high quality medical care to shelter animals, oversees the health management of shelter animals, and provides for the medical and surgical needs of animals.

Performs traditional duties of a veterinarian which includes health assessment, diagnosis, sterilization, spay/neuter, and treatment of various medical conditions.

Implements medical protocols and standard operating procedures for medical evaluations and treatment of animals including disease control, sterilization, improvement of health and quality of life issues, and the alleviation of suffering.

Investigates possible cases of zoonotic diseases and reports confirmed cases to state and federal officials when needed or requested.

Administers and promotes rabies immunization programs.

Trains division staff on shelter related topics that include euthanasia, animal evaluation and treatments, disease control, and other pertinent topics.

Oversees the medical work of veterinary technicians and assistants and monitors staff to ensure correct treatment and handling of animals.

Develops goals, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards.

Writes medical reports, processes cruelty cases, and presents cases in court.

Assists in the administration of volunteer programs for the animal shelter and educates the public regarding zoonotic diseases and pet ownership.

Assists with managing the euthanasia process of animals.

Actively participate on the Department's emergency preparedness and response team(s) to support meeting the Department's public health and environmental responsibilities outlined in the City's Emergency Operations Plan.

Performs other related duties as assigned or requested.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

Competencies

Delivering Results - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

Influencing - Collaborates with, persuades and influences others.

Interpersonal Skills - Shows understanding, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others and relates well to different people from varied backgrounds and different situations.

Teaching Others - Helps others learn through formal or informal methods; identifies training needs; provides constructive feedback; coaches others on how to perform tasks; acts as a mentor.

Technical Competence - Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.

Coaching - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

Written Communication - Composes, reviews, edits, and issues written materials for diverse audiences and communicates purpose in a succinct and organized manner that is appropriate for context, time, and place.

Knowledge & Skills

Knowledge of the scientific principles, methods, and processes used to conduct a systematic and objective inquiry including study design, collection, analysis, interpretation of data, and the reporting of results.

Knowledge of plant and animal living tissue, cells, organisms, and entities including their functions, interdependencies, and interactions with each other.

Knowledge of the principles and practices of veterinary medicine sufficient to be able to diagnose and treat animals both surgically and medically.

Skill in the treatment and care of animals.

Education Requirement

Doctor of Veterinary Medicine accredited by the Council on Education of the American Veterinary Medical Association.

Experience Requirement

Three (3) years of experience in the control, diagnosis and treatment of animal diseases.

Education & Experience Equivalency

No substitution of experience for education is permitted.

Licensure & Certification

By position, requires a valid Driver's License at the time of application.

Must be registered with the U.S. Drug Enforcement Administration for the use of controlled substances in the State of Colorado prior to completion of the probationary period.

Licenses and certifications must be kept current as a condition of employment.

Working Environment

Subject to long irregular hours.
Subject to many interruptions.

Level of Physical Demand

4-Heavy (50-100 lbs.)

Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Bending/Twisting: Bending and twisting in the rescue capture of animals.

Climbing/Balancing: Climbing walls, fences and other obstacles and balancing.

Crawling: Crawling in tight, cramped spaces to rescue, trap or capture animals.

Endurance: Exert physical efforts to restrain animals for a substantial period.

Fine Dexterity: Coordinate eye-hand to operate a vehicle, reach, hold, grasp and turn objects.

Handling: Handle domesticated feral animals, wildlife, birds, reptiles, bats, etc.

Hearing/Talking: Hear and determine direction of sound.

Kneeling/Crouching: Kneel and crouch in locating and capture of animals.

Lifting: raising or lowering objects weighing no more than 100 pounds, from one level to another.

Lifting/Carrying: Lift/carry live and dead animals up to 100 pounds, food, water, traps and cages, and wearing a utility belt weighing up to 10 pounds.

Neck Flexion: Moving neck upward/downward.

Pushing/Pulling: Push/pool animals, kennel, equipment, etc.

Reaching/Handling: Lifting and handling traps and cages, animal foods, equipment.

Sitting: In sitting position to write a report, vehicle patrol, and the public contact.

Standing/Walking: Patrol and the public contact.

Vision: To observe animal behavior, read signs, and reading colors.

Background Check Requirement

Criminal Check

Employment Verification

Education Check

Licenses/Certification

By position, Motor Vehicle Record

Assessment Requirement

Professional Supervisor

Probation Period

Six (6) months.

Class Detail

Pay Grade: O-814

FLSA Code: Y

Established Date: 9/21/2018

Established By: LS

Revised Date:

Revised By:

Class History: