



## JOB POSTING

**RE-POSTED:** 12/04/2025      **POSITION:** ASSOCIATE VETERINARIAN  
**CLOSING DATE:** OPEN UNTIL FILLED      **STATUS:** FULL TIME/EXEMPT REQUIRED  
**EXPERIENCE:** NEW GRAD/ENTRY      **BASE PAY:** \$130,000 annually

**REQUIRED EDUCATION:** Applicant must provide proof of education from an accredited veterinary college and have, or be in the process of obtaining license to practice in Texas. DEA preferred.

## JOB DESCRIPTION

*The San Antonio Humane Society is an award winning campus, a community leader in shelter medicine and spay/neuter services. We are located in a brand new medical building with advanced medical equipment. We provide great benefits, DEA licensing, TX License fees, AVMA membership, AVMA-PLIT fees, a Simple IRA, ASV, and VIN access. We are looking for a new member to join our team who is energetic, passionate about shelter medicine, and possesses the qualities of our core values: **Responsibility, Respect, Customer Service, Integrity, Adaptability and Compassion.***

The Associate Veterinarian will perform high volume surgeries (specifically but not limited to) spays and neuters on both public, TNR, and shelter animals at any location operated by the San Antonio Humane Society (SAHS). This position works with the Chief Veterinarian and other Associate Veterinarians to complete daily rounds of all shelter animals to ensure maintained medical and behavioral health. Writes and maintains SOPs when necessary. May also make sure protocols are followed by staff in times of outbreak/emergency. Applicants must be available by phone for consultation on patients belonging to the SAHS whenever staff is present within the building. The Associate Veterinarian position will be under the direction and supervision of the Chief Veterinarian.

- The applicant must be a good leader with a professional demeanor and presentation
- The application should possess knowledge of population medicine within a shelter environment, and strive to understand and overcome the challenges and rewards that come with this
- The applicant must be cognizant of the limitations present in shelter medicine (diagnostic testing, medication costs) and work to the best of their ability with the tools available
- Must be capable of learning to operate and maintain medical equipment (bloodwork analyzers, digital x-ray, therapeutic laser, water treadmill, microscope, etc.)
- The applicant must be able to communicate effectively with all staff and administrators regarding medical care and protocols that are in place
- Should be able to identify own limitations and be willing to ask for help
- The applicant must be comfortable with public speaking as the applicant will be asked to communicate with a wide variety of audiences ranging from children to donors. The San Antonio Humane Society is proud of our relationship with the media and the applicant may be asked to make appearances as well.
- The applicant must be able to view each publicly owned animal as an individual and act in accordance with their veterinary oath
- The applicant may at times be asked to communicate with owners of these animals and needs to be able to communicate effectively and respectfully
- The applicant must personify the core values of the shelter: Responsibility, Respect, Customer Service, Integrity, Adaptability and Compassion

### Main Duties and Responsibilities

- Ensure the health and wellbeing of the animals belonging to the SAHS by effectively managing cases and following established protocols.
- Capability of high quality high volume spay and neuters (HQHVSN) every shift.
  - o Expected to perform between 30-40 surgeries and over time be able to improve and increase frequency
  - o Previous high volume experience preferred, onsite training available

- Perform or arrange for other miscellaneous surgeries and treatments for animals owned by the SAHS (amputations, enucleations, entropion repair, etc)
- Consistent walk-throughs of the facilities to check the health and wellbeing of all inhabitants
- Supervision of the Surgery and Clinic technicians, including Performance Guidance and Reviews, Scheduling, hour approval etc.
- Supervision of the medical department and the maintenance of animal health
- Must be available by phone for shared on call duties for consultation on patients belonging to the SAHS whenever staff is present within the building
- Provides holiday, disaster, and weekend coverage as required
- Other duties as requested

#### **Education, Experience, Knowledge, Skills, and Abilities**

- Providing Education
  - o Provides accurate information and friendly professional service to the public and staff in a positive, courteous, and professional manner
  - o Interacts with all departments cohesively and communicates information effectively
  - o Capable of problem-solving and conflict resolution
  - o Maintains full knowledge of basic animal care in order to educate the public during wellness clinics
- Animal Handling
  - o Will be asked to handle (on average) 30-40+ dogs and cats per day, with the expectation to increase and improve frequency over time
  - o Must be able to learn and work towards proficient animal restraint for various procedures for the safety of co-workers, self, and patients
  - o Must be able to learn characteristics of animal behavior; for example: be able to identify aggressive or fearful behavior
  - o Must be able to learn how to use appropriate safety equipment for fractious or feral animals
  - o Should be able to identify own limitations and be willing to ask for help
  - o Treats all animals humanely, with compassion and concern, both on and off the job and transmits these values to others
- Capable of problem-solving and conflict resolution
- Ability to handle a variety of situations in a professional and courteous manner
- Follows appropriate PPE protocols both in the clinic and in isolation wards
- Assist with fundraising activities and special events as needed
- Must be committed to a high standard of safety and be willing and able to comply with all safety laws and all of the employer's safety policies and rules and must be willing to report safety violations and potential safety violations to appropriate supervisory or management personnel
- Any other duties as assigned

#### **Physical / Emotional Requirements of the Job**

- Must be able to work standing or sitting for 10 or more hours
- Must be able to lift and carry up to 50 pounds repeatedly throughout the day with help
- Must be able to bend, stoop, and kneel repeatedly
- Must be able to see fine detail in a variety of situations
- Must have reasonable degree of agility to move through tightly cramped areas in various situations
- Must have good range of motion in joints especially wrist, knees, elbows
- Must have good range of motion in your back for twisting etc.

#### **Work Environment**

Job may require performance of tasks that involve potential for exposure to blood, body fluids, or tissues, animal and human

- Any allergic condition that would be aggravated from exposure or through contact with animals or chemicals used to sanitize facilities, vehicles or equipment, is a disqualification
- Potential for exposure to zoonotic diseases
- Exposure to high noise levels when in kennel area
- Potential for animal bites and scratches while handling pets
- May be expected to work weekends, holidays, disasters, and off hours
- Candidate must be flexible with schedule changes

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