Fort Worth Zoological Association
Job Description

Job Title: Associate Veterinarian
Department: Veterinary Services
Reports To: Director of Veterinary Services
FLSA Status Nonexempt
Prepared By: Human Resources
Prepared Date: October 2016

Summary:

The Fort Worth Zoo is seeking a permanent, full-time Associate Veterinarian for an innovative and growing institution. This position is responsible for the development, execution and oversight of the preventative health program and the care of sick and injured animals, the pathology program and support and interface with other Zoo departments. The selected candidate will assist with the supervision of animal health staff during clinical procedures, and participate in conservation, research and teaching aspects of the animal health program as needed. The Zoo boasts a diverse and growing collection of 7,000 specimens, state-of-the-art facilities and is in the first stage of a $100 million master plan expansion and renovation. For the past several years the Fort Worth Zoo has been named a top zoo in the nation by several publications and newspapers.

The Veterinary Department of the Fort Worth Zoo consist of 3 full time veterinarians, 5 licensed veterinary technicians and 1 procurement keeper. The veterinary team is involved in local and international conservation programs as well as in the Zoo's International Veterinary Training program. Candidates must have undertaken advanced training in an ACZM recognized zoological medicine residency program and have in-depth knowledge of zoological medicine. Candidates with at least five years of experience as a veterinarian in a large AZA-accredited facility with a diverse animal collection will be considered. Board certification or eligibility in zoological medicine by the American College of Zoological Medicine are highly preferred.

Fort Worth is the 16th largest city in the United States and the fifth-largest city in the state of Texas. This area offers many cultural and recreational activity opportunities. Fort Worth is home to several world-class museums designed by internationally known contemporary architects and is very well connected via the DFW international airport, the 10th busiest airport in the world. Fort Worth has repeatedly been voted one of "America's Most Livable Communities".

Essential Duties and Responsibilities:

- Assist with the execution of the preventive health program for the Zoo, including protocols for quarantine, pre-shipment, disease surveillance, pathology, disinfection of animal enclosures and equipment, parasite control, annual exams, and vaccinations

- Respond to Animal Health alerts and address animal health concerns as they are posed by animal care staff throughout the Zoo
- Supervise and direct technical staff as they assist during medical procedures
- Comply with all Drug Enforcement Agency regulations regarding the ordering, inventory maintenance, and use of controlled drugs
- Maintain all necessary licenses in active status
- Interface with the United States Department of Agriculture and the Texas Animal Health Commission in the areas of animal care, animal shipment, animal disease surveillance and reporting, including compliance with all federal and state regulations governing the above activities
- Be familiar with and participate fully in emergency response preparedness and execution, including dangerous animal escapes, fire, weather emergencies, and employee injury including potent narcotic exposure, venomous snakebites, and trauma
- Provide veterinary support to the Zoo's ongoing research and conservation programs as needed
- Participate in the teaching of veterinary preceptors, student interns, and technician students
- In the absence of the Director and the Supervisory Associate Veterinarian, seek guidance from, interact with, and provide regular updates to the Director of Animal Programs & Conservation regarding animal health and personnel issues.
- Contribute to the advancement of zoological medicine through such activities as clinical research, publications, participation in national conferences, and involvement in allied boards and committees
- Locate, research, write and obtain grants for veterinary-related projects as needed

Supervisory Responsibilities:

- Demonstrates leadership of employees through ongoing training of staff to include applicable laws, Zoo policies, business conduct and ethics and the provision of quality services to guests and employees supporting the highest level of program integrity.
- Supervise and direct technical staff as they assist during medical procedures

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Must possess working knowledge of:

- Veterinary medical and surgical practices and their application to non-domestic animals
- Principles of anatomy, physiology, and behavior of a large variety of animal species
- Principles and procedures of safe animal handling and restraint techniques
- Occupational hazards and safety practices

Must possess the ability to:

- Communicate clearly and concisely, both orally and in writing
- Establish and maintain effective working relationships with those contacted in the course of work
- Maintain mental capacity which permits making sound decisions and using good judgment, prioritizing work activities, and demonstrating intellectual capabilities
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities which may include sitting, walking, or standing for extended periods of time, working closely with others, and operating assigned equipment
- Hold a valid driver's license with acceptable motor vehicle record to maintain zoo standards of insurability

Education and/or Experience:

- DVM, VMD or equivalent degree from an accredited college of veterinary medicine
- Successful completion of the National Board of Veterinary Medicine and the Clinical Competency Test
- Completion of an ACZM approved post-graduate zoo medicine residency program or five years of full time clinical zoological medicine experience in a medium to large size zoo

Certificates, Licenses, and/or Registrations:

- Maintenance of a license to practice veterinary medicine in the state of Texas, which requires compliance with annual continuing education requirements as set by the Texas State Board of Veterinary Medical Examiners
- Maintenance of a license with the Drug Enforcement Agency to procure and administer controlled substances

Physical Demands:

While performing the duties of this job, the employee is frequently required to stand; walk; sit; stoop, kneel, crouch, or crawl, manipulate items with hands, reach with hands and arms and talk or hear. The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- Team oriented zoo environment
- Exposure to a variety of animals, animal body fluids and animal odors
- Exposure to potentially dangerous animal situations
- Exposure to potentially zoonotic diseases
- Exposure to disinfecting, laboratory, and medical chemicals
- Exposure to working outdoors in all weather conditions
- Flexible work schedule that requires being on call during off hours (including weekends and holidays)
- Ability to work special events and functions as required

Disclaimer

The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as a complete inventory of all responsibilities, duties, and skills required for the position.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform other job-related duties requested by their supervisor.

Requirements are representative of minimum levels of knowledge, skills, and/or abilities. To perform this job successfully, the employee must possess the abilities or aptitudes to perform each duty proficiently. Continued employment remains on an at-will basis.

I understand that I am expected to adhere to all Fort Worth Zoological Association policies and procedures and to act as a role model in the adherence of said policies and procedures.

I have read and understand this explanation and job description.

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Signature Date