

Title: Veterinarian I, II

Department: Varies

Job Code: 1580, 1590

Pay Range: P, T

FLSA Status: Exempt – Professional, Learned

Employee Group: Non-Represented

Established:

Revised: 10/08, 4/14, 8/18, 7/20

EEO Category: Professionals

CLASSIFICATION DESCRIPTION

Jobs assigned to this series function as Veterinarians, maintaining and promoting the health of the Zoo's animal collection through the use of current preventive and curative veterinary medical procedures, diagnostics, and treatment practices. They are also responsible for animal nutrition programs.

DISTINGUISHING FEATURES

This series classification includes Veterinarian I and Veterinarian II. Both levels specialize in the professional practice of veterinary medicine and research for the Zoo's collection of exotic and native animals. The Veterinarian I classification is the professional, journey level of this series and backs up the Veterinarian II. The Veterinarian II supervises the Veterinarian I classification and has overall management responsibility for the Zoo's veterinary program and animal hospital.

DUTIES AND RESPONSIBILITIES

Veterinarian I

1. Directs, supervises and participates in a variety of veterinary medical practices including treatment of sick animals, prophylactic exams of healthy animals, advising other Zoo staff on animal husbandry, design, materials, landscaping, maintenance and related exhibit issues, develops and supervises animal diet and feeding programs, and coordinates animal shipments and receiving including health monitoring and quarantine.
2. Performs and supervises research on Zoo animals to enhance species survival by studying their health and their reproductive processes; designs, performs and manages reproductive enhancement techniques, specialized procedures and breeding programs, and coordinates research activities and projects with other Zoos.
3. Supervises, performs and assists with clinical, surgical, obstetric, pediatric, disease and parasite treatment, necropsy and other veterinary procedures on animals to help ensure their health and survival.
4. Manages and coordinates compliance with Animal Welfare Act regulations and communicates with the State Health Department on communicable disease issues.
5. Maintains accurate medical records including computer entry of clinical notes, lab results and examinations.
6. Orders supplies and cleans and stocks hospital.

Veterinarian II

1. Performs all those duties described for Veterinarian I.
2. Manages the operations of the Zoo's animal hospital including staff, supplies, budget, and maintenance.

It is the responsibility of all Metro employees to:

1. Actively participate on committees and/or attend meetings as assigned.
2. Fulfill Metro's core values of public service, excellence, teamwork, respect, innovation and sustainability. This includes, but is not limited to:
 - Build and maintain positive relationships and contribute to a positive team atmosphere; engage others in ways that foster respect and trust
 - Encourage and appreciate diversity in people and ideas – seek to understand the perspectives of others
 - Provide excellent customer service – assist the public, public officials and agency partners, and other employees in a professional and courteous manner with the goal of meeting or exceeding expectations
 - Practice continuous improvement - research new possibilities, contribute ideas and stay current in field of work
 - Demonstrate sustainable practices in applicable field and generally for resource use and protection
 - Work assigned schedule (if applicable); exhibit regular and predictable attendance
 - Practice safe work habits
 - Comply with Metro and Metro's visitor venues policies, procedures and applicable work rules; applicable law and collective bargaining agreements as appropriate
3. Perform assigned duties during an emergency situation.
4. Perform other duties as assigned.

JOB SPECIFICATIONS

Education/Licensing and Work Experience:

- Veterinarian I: Two years of veterinary medical practice with an emphasis on exotic and wild animals, preferably supplemented by a zoo veterinary-related practice and experience with reproductive biology or,
- Veterinarian II: Five years of veterinary medical practice with an emphasis on exotic and wild animals; preferably supplemented by experience in a zoo veterinary-related practice and supervisory experience and,
- Degree in veterinary medicine for both Veterinarian I and II, or
- Any combination of education and experience that provides the necessary knowledge, skills, and abilities to perform the classification duties and responsibilities.

SPECIAL QUALIFICATIONS

- Possess or have the ability to obtain a valid veterinary medicine license in the State of

Oregon

- A valid driver's license may be required
- Ability to acquire Drug Enforcement Agency registration in order to prescribe and purchase controlled substances
- Ability to become federally accredited in order to write valid interstate and international health certificates

Knowledge, Skills and Abilities:

(NOTE: Unless specifically noted, the level of the specified skills will vary based on the level the job is assigned to in this series.)

- Knowledge of veterinary medical, clinical, laboratory, research, and surgical procedures and practices for exotic and wild animals.
- Knowledge of exotic and wild animal health and display management in a zoo setting including feeding, reproduction, safety hazards, landscaping and environmental risks.
- Knowledge of efficient and proper use of veterinary equipment and medications, and in the preparation and maintenance of diagnostic, treatment, and research records and reports.
- Ability to successfully manage the staff and operations of an animal hospital and the veterinary care of exotic and wild animals, interpret and apply relevant laws and regulations, and physically perform assigned duties.
- Ability to perform management tasks including hiring, evaluation and discipline of subordinate staff, preparation and maintenance of administrative reports and budgets, and maintenance of positive working relationships with other staff, colleagues and the public.
- Ability to use discretion and decision making, interpersonal skills, teamwork, creativity, basic math and training or supervising.
- Skill in understanding, reading, writing and speaking English.
- Ability to maintain confidentiality.
- Ability to perform essential duties and responsibilities.
- Ability to perform (with or without a reasonable accommodation) the physical demands in the work environment and operate the tools and equipment.
- Ability to successfully pass the background check and screening requirements if required for the position.
- Ability to possess a current driver's license and driving record sufficient to be insured by Metro insurance carrier if required for the position.

SUPERVISION RECEIVED

- Supervision is received from the Deputy Director.

SUPERVISION EXERCISED

- Serve in a lead capacity. Lead duties typically include new employee orientation,

training, direction on work procedures and performance standards, assigning and overseeing work, following up on assignments, scheduling and providing input to the supervisor regarding hiring and performance evaluation; may participate in the screening and interview process.

RELATIONSHIPS/CONTACTS

- Inside the organization, coordinates animal work with other professionals in the department; works with managers in other departments on display maintenance and design issues. Outside the organization, advises contractors on exhibit design, works with vendors on veterinary' drugs and supplies, works with public agencies on animal health and shipment issues, and consults with outside veterinarians on animal health issues.

TOOLS AND EQUIPMENT; PROTECTIVE CLOTHING

- Standard office equipment is used.

WORK ENVIRONMENT

- Duties are performed both indoors and outdoors. Employees in this classification are exposed to the hazards of veterinary work with exotic and other wild animals including kicks, bites and scratches, chemicals and drugs, medical equipment, and working in confined spaces with large animals. Veterinarians are exposed to x-ray radiation on a regular basis.

The classification description indicates the general nature and level of work of positions grouped within this classification; it is not intended to be a comprehensive inventory of all duties and responsibilities, job specifications, work environment or other characteristics of a specific position. The classification description is not an employment agreement between the employee and Metro or Metro's visitor venues and is subject to change by Metro. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.