



Job Title: Wildlife Veterinarian

Reports to: Executive Director

Supervises: Registered Veterinary Technicians (RVTs) & Veterinary Assistants

Classification: Exempt, full-time, salary

Salary: Competitive and based on experience

WildCare Oklahoma is a nationally recognized nonprofit organization that provides wildlife and conservation education, technical assistance in resolving human animal conflicts, advocacy for wildlife and the places they live, medical and rehabilitative care to ill, injured, and orphaned wildlife, and members of the public a place to bring native wildlife struggling to survive with the goal of releasing healthy individuals back to nature. WildCare Oklahoma is the only wildlife rehabilitation and education facility in Oklahoma serving the entire state, and it one of the ten largest in the U.S. in terms of admissions.

The wildlife veterinarian is responsible for the medical evaluation and care of the over 7,500 injured, ill, and orphaned wildlife brought to and cared for at the center each year. Because Oklahoma is one of only 4 states with over 10 distinct ecoregions and on the central flyway, the veterinarian will treat a wide diversity of patients – over 230 distinct species are brought to WildCare annually.

This position has an unprecedented opportunity to shape the field of wildlife medicine in the state of Oklahoma—the organization has undertaken a large capital campaign to build state-of-the-art facilities for raptors, predator species, waterbirds, and aquatic mammals. The veterinarian will be part of the team overseeing the design and building of these facilities.

Purpose

The Wildlife Veterinarian will:

- Efficiently oversee, manage, and participate in medical care of WildCare’s wildlife patients.
- Regularly provide supervision, training, and guidance to wildlife veterinary and rehabilitation team members in collaboration with the Director of Wildlife Rehabilitation and the Wildlife Center Operations Director.
- Ensure that top quality of care is provided according to the latest practice-based, evidence-based and/or scientific information.
- Actively participate in the design and oversight of five building projects including a state-of-the art raptor center, predator habitat, aquatic mammal habitat, waterbird habitat, and commissary – an unprecedented investment in the medical and rehabilitative care of wildlife in Oklahoma.

Primary Functions

Patient Care:

- Maintain a professional, safe, and humane environment for staff, fellows, interns, and volunteers as well as animals in care.
- Provide and oversee daily medical care for wildlife patients, including examinations, treatments, diagnostic procedures, physical therapy, surgeries, medication regimens, and monitoring patient's progress.
- Oversee the patient euthanasia protocol; ensure key staff are appropriately trained and supervised in their administration of euthanasia.
- Identify the need for and coordination of veterinary care, including leading and participating in patient rounds and clinic procedures with the wildlife rehabilitation team.
- Develop, improve, and implement patient protocols.
- Perform patient admissions and intake exams as needed.
- In coordination with other staff, interact with other rehabilitation centers, zoological institutions, and conservation organizations on topics regarding progressive animal care, husbandry, research, and conservation as appropriate.

Managerial Responsibilities:

- Supervise, evaluate, and provide direction to the veterinary team providing care to WildCare's wildlife patients.
- Provide leadership to the Capital (Building) Campaign on the design and construction of the Oklahoma Raptor Center, the Predator Enclosure, the Aquatic Mammal Habitat, the Waterbird Habitat, and the New Outback Commissary.
- Manage the operations of the medical facility within the budget.
- Contribute to the development of grant proposals and other revenue-generating as needed.
- Recognize when and what projects need to be completed. Prioritize them accordingly, and design and execute a plan to get them done.
- Monitor the use of resources and order/purchase more as needed in collaboration with management team.

Administrative Responsibilities:

- Identify and provide opportunities for wildlife rehabilitation staff to learn and grow, take on new responsibilities, attend professional conferences, and help them develop as professionals in the field with external relationships and recognitions.
- Manage and maintain controlled drugs, veterinary license, and other licensing required.
- Adhere to the Oklahoma Veterinary Practice Act.
- Assist with decisions in hiring, evaluation, performance improvement, allocation of staff, and dismissal of team members.
- Participate in the preparation of performance reviews (90-day and annual) of veterinary team members, the Director of Wildlife Rehabilitation, and the Wildlife Rehabilitation Manager.
- Assist as a technical expert and key spokesperson with regards to animal care in public relations situations, as needed and assigned.
- Take photographs and videos for WildCare's extensive public education, communications, fundraising, and social media efforts and make them accessible as directed.

Research Responsibilities:

These functions will all be assumed to be in collaboration and coordination with the Wildlife Center Operations Director and Wildlife Rehabilitation Director and as approved by the Executive Director.

- Plan, initiate, and delegate research projects, including the establishment of operating policies and procedures.
- Plan, implement, and maintain data collection and analysis systems in support of the appropriate research protocol. Establish and maintain a detailed database for ongoing projects or potential future research.
- Guide and advise rehabilitation and veterinary team members on individual research projects, providing support for data collection, proofing, analysis, and reporting, as well as providing guidance on presentations given at conferences, workshops, or other meetings
- Monitor the progress of research activities.
- Participate in NWRA, IWRC, and other conservation or education programs, scientific meetings, conferences, workshops, author papers and present lectures on husbandry, design and construction meetings and conservation topics.
- Plan and coordinate regular scientific advisory board meetings in coordination with the Executive Director.
- Establish and maintain professional relationships with external researchers and other collaborators.

Other Responsibilities:

- Make recommendations for improving volunteer, fellowship, intern, and veterinary externship programs, including orientation packets, assigned literature, skill sheets, training classes, and certifications for staff.
- Participate in developing and teaching aspects of the IWRC practicum program (IWRC wildlife rehabilitation certification required).
- Respond to public medical inquiries via phone, in person and social media as needed.
- Perform administrative duties as needed, including maintaining the medical information on patient records and medical supply inventory lists.
- Other tasks as assigned by the executive director.

Qualifications/Requirements:

- Doctor of Veterinary Medicine (DVM) or Veterinariae Medicinae Doctoris (VMD).
- At least one year of practice experience. (Wildlife medical experience preferred.)
- Licensed to practice veterinary medicine in Oklahoma or willingness to become licensed in the state.
- DEA and OBNDD license within 30 days of Oklahoma licensure.
- USDA accreditation type II within 30 days of Oklahoma licensure.
- Tetanus and pre-rabies exposure vaccinated.
- Valid driver's license and good driving record.
- Dedication to upholding the highest veterinary standards, adhering to the veterinary code of ethics, and investing the required time for successful fulfillment of responsibilities at WildCare Oklahoma.
- Ability to effectively manage a wide array of tasks, projects, and responsibilities related to the intake, assessment, and ongoing care of a diverse array of animal species native to Oklahoma.
- Must be able to work a flexible schedule to accommodate influx of animals during certain times of the year.

General Competencies:

- **Attendance and Dependability** - Consistently at work and on time. Follows instructions and responds to management direction. Provides consistent, timely, high-quality work. Follows through on commitments. Uses time efficiently. Takes responsibility for own actions.
- **Customer Service** - Treats customers (internal and external) with respect and courtesy. Shows interest in, anticipates, and responds timely to customer needs and concerns. Responds appropriately to and resolves difficult and emotional situations. Seeks ways to improve service delivery.
- **Diversity** - Enthusiastically works with all employees, regardless of race, ethnicity, gender, sexual orientation, culture, and age. Values contributions of people from diverse backgrounds. Demonstrates respect for opinions and ideas of others. Shows awareness of and sensitivity to cultural and individual values.
- **Ethics** - Tells truth and is honest in all dealings. Avoids situations and actions considered inappropriate or which present a conflict of interest. Upholds organizational values. Does not misrepresent self or use position or authority for personal gain.
- **Teamwork** - Listens and responds constructively to others' views. Gives and welcomes feedback. Helps others when they need it. Shares expertise. Acknowledges others' effort and contribution. Puts success of team above own interests. Creates a positive work environment.

Essential Functions, Physical Demands, and Work Environment: The majority of WildCare's facilities are outdoors. Therefore, candidates for this job must be able to:

- Work indoors and outside in all seasons and in all kinds of weather conditions.
- Will participate in team lifting of animals, weighing up to 300 pounds. Must be able to lift/carry up to 50 pounds on own.
- Walk on uneven, natural terrain.
- Must be able to safely restrain dangerous animals.
- Must be able to walk, stand, kneel, and crouch.
- This position relies heavily on all senses every day to evaluate patients.
- Vision, hearing, and hand-eye coordination are essential for examining and working with wildlife species.
- Potential exposure to isoflurane, x-rays, hazardous chemicals, zoonotic and other contagious diseases, and medical drugs.
- There will be computer work.

WildCare Oklahoma is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All applicants will be considered without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

Salary will be based on experience. The range is \$52,500 - \$75,000/year. Benefits include paid time off, two paid holidays, health insurance, on-the-job training, and a personal continuing education and licensure budget. Housing may be provided for up to a year for candidates relocating.

Please send a cover letter, c.v. or resume, and three references to execdirector@wildcareoklahoma.org by May 31, 2024.