

Associate Veterinarian, San Francisco Bay-Delta Wildlife Center  
Reports to: Senior Director of Research and Veterinary Science  
Status: Part-time or Full-time, Exempt (60% FTE minimum)  
Location: Fairfield, CA

About International Bird Rescue — [www.birdrescue.org](http://www.birdrescue.org)

We are seeking a collaborative, team-oriented veterinarian with a strong interest in aquatic birds to join us as an Associate Veterinarian at our Northern California wildlife center. Ideal candidate wants to really dig in and pursue a long-term career in wildlife medicine.

International Bird Rescue has been a leader in the realm of wildlife emergency response and the care of aquatic birds since 1971. We operate three wildlife facilities, including two wildlife clinics in California serving the San Francisco Bay-Delta and Los Angeles metropolitan areas and in Alaska a turnkey oiled wildlife care facility in Anchorage. Clinic standards and protocols are collectively developed by our Operations Team with the goals of timely, well-coordinated responses to novel circumstances and evolving as one program with 2+ centers.

Our clinics act as referral hospitals for aquatic birds; most of our patients are transferred from other wildlife centers. We do not maintain a captive collection of animal ambassadors; with few exceptions, all patients that are not candidates for wild release are humanely euthanized. We are partners in the State of California's Oiled Wildlife Care Network and if an oil spill occurs in California, our centers can become primary care centers for oiled animals within a few hours. During non-oil spill times, our two California clinics collectively admit 2500-5000 aquatic birds annually and periodically manage large-scale responses to waterbird mass stranding events.

### The Opportunity

- Provide medical and surgical care for patients at the San Francisco Bay-Delta rehabilitation center, working collaboratively with the Senior Director of Operations, Wildlife Center Manager, and the Supervisor to ensure high quality and feasible care is attained for each patient, shifting between individualized care and flock health management as circumstances require.
- Perform surgeries and other medical procedures with verbal, virtual, written, or in-person guidance from Supervisor as needed.
- Perform diagnostic procedures and necropsies as appropriate.
- Work with Wildlife Center Manager and Supervisor to supervise and train medical aspects of Rehabilitation Technician job duties, including anesthetic monitoring, radiographic technique, controlled drug handling and documentation, euthanasia decision-making and performance, and pertinent safety trainings.
- Contribute as a member of the Operations Team in development and application of protocols for both birds in care and employee/volunteer health and safety.
- Maintain medical records and provide input into long-term data monitoring projects.

- Identify interesting medical cases and provide photographs and text for inclusion in fund-raising and public media outreach.
- Work cooperatively with all animal care staff to maintain a collegial team atmosphere.
- Communicate with clinic staff via phone, text, and email on an as-needed basis regarding unusual or difficult cases when offsite.
- Reach out to Supervisor and other senior staff when unsure how to proceed.
- Participate in research projects as needed and grow towards developing collaborative projects that expand knowledge of the biology and care of aquatic bird species.
- Professionally represent the organization at conferences, events, trainings, and in the media.

### Qualifications

- Doctor of Veterinary Medicine (DVM or VMD) degree from an accredited university.
- California state veterinary license (or ability to obtain such within 6 months). Ability to obtain and maintain additional state licenses as requested.
- Solid knowledge of avian anatomy and physiology
- Self-motivated and thoughtful, with ample curiosity, a positive attitude, and a strong work ethic.
- Excellent pattern recognition skills in spotting unusual case clusters.
- Creativity to implement medically and physiologically sound techniques where no existing protocols or techniques exist.
- Excellent written and verbal communication skills.
- Excellent skills with Microsoft Word, Excel, PowerPoint.
- Ability to maintain a calm demeanor under stress and manage others during stressful circumstances to encourage a positive and upbeat work environment.
- Ability to make sound medical decisions during stressful and rapidly changing circumstances.

### Preferred Qualifications

- Substantial experience in avian wildlife rehabilitation and a thorough understanding of its possibilities and limitations
- MS, MPVM, or PhD degree in a biological science
- Strong interest in pathology and avian ecology
- Familiarity with RaptorMed and WRDM wildlife rehabilitation databases
- Strong public speaking skills
- USDA APHIS accreditation
- Valid CA driver's license
- Valid U.S. passport

### Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job:

- Works in an animal hospital environment and must be able to complete a heavy workload within reasonably established time frames without fatigue.
- Works in an office environment and uses a computer, telephone, and other office equipment as needed to perform duties, as well as working with and interacting with volunteers and staff within our wildlife hospital.
- Must have a reliable means of transportation and be willing to travel as required.
- Must be able to work in challenging and changing environments indoors, outdoors, and in field situations, such as uneven surfaces, wet and slippery surfaces, and various weather conditions (hot, rainy, windy, etc.).
- Must be able to move and transport animals, equipment, and supplies weighing up to 50 pounds.
- Must be able to handle and restrain various sized avian species, palpate and auscultate during animal exams, and have good near, distance, color, and peripheral vision, as well as good depth perception and ability to adjust focus.

### Work Environment

This is a position in an animal care facility. While performing the duties of this position the employee will be exposed to odors, noise, and in the vicinity of a variety of wild birds and hazardous material (such as petroleum products during an oil spill). Employees may also be exposed to moving parts, radiography equipment, and there is a risk of potential exposure to zoonotic diseases.

### Location

This position is on-site at our wildlife center located in Fairfield, but includes some flexibility for occasional telecommuting with the understanding that facility needs always supersede work-from-home privileges. Position will likely involve occasional national/international travel to additional work sites during emergency responses, conferences, and professional meetings.

### Compensation, Benefits, and Start Date

This position offers a salary of \$85,000-\$110,000 FTE, commensurate with experience, variable schedule, a collaborative work environment, and a benefits package that includes generous vacation, health insurance, and other benefits. The position is open immediately.

### To Apply

To apply, please submit the following via email to [pelican@birdrescue.org](mailto:pelican@birdrescue.org). The position will remain open until filled. Incomplete applications will not be considered.

- Curriculum Vitae
- Letter of interest, including career goals
- 3 professional references