

**Title:** Veterinarian  
**Job Code:** 1580  
**Pay Range:** 540  
**FLSA Status:** Exempt – Professional, Learned

**Employee Group:** Non-Represented  
**Established:**  
**Revised:** 9/03, 10/08, 4/14, 8/18  
**EEO Category:** Professionals

### **CLASSIFICATION DESCRIPTION**

Veterinarians maintain and promote 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 and the veterinarian commissary.

### **DUTIES AND RESPONSIBILITIES**

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.

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:**

- Degree in veterinary medicine and
- 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
- Any combination of experience and education that provides the applicant with the desired skills, knowledge and ability required to perform the job

### **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.)

- Veterinary medical, clinical, laboratory, research, and surgical procedures and practices for exotic and wild animals
- Exotic and wild animal health and display management in a zoo setting including feeding, reproduction, safety hazards, landscaping and environmental risks
- Efficient and proper use of veterinary equipment and medications, and in the preparation and maintenance of diagnostic, treatment, and research records and reports
- 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

- 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
- Mental activities required by the job include use of discretion and decision making, interpersonal skills, teamwork, creativity, basic math and training or supervising
- Understanding, reading, writing and speaking English
- Perform all position essential duties and responsibilities
- Fulfill Metro's core values of public service, excellence, teamwork, respect, innovation and sustainability
- Work assigned schedule and exhibit regular and predictable attendance
- Work in a safe manner and follow safety policies, practices and procedures
- Comply with Metro and Metro's visitor venues policies, procedures and applicable work rules; applicable law and collective bargaining agreements as appropriate

**Additional Requirements:**

- Successfully pass the background check and screening requirements required for the position

**SUPERVISION RECEIVED**

Supervision is received from the Hospital Manager

**SUPERVISION EXERCISED**

None

**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**

All standard office equipment; computer software including MS based word-processing and spreadsheets.

**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.

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*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.*