



# ANDERSON HUMANE

## Veterinarian

### Job description

Anderson Humane is a progressive, no-kill animal welfare organization serving over 3,500 animals each year through foster and adoption programs, veterinary care, community programs, and wildlife rescue. Our work focuses on creating and sustaining meaningful relationships between people and animals.

Our Veterinarian plays a critical role in our mission by delivering high-quality healthcare in a collaborative environment to our animals. This role's typical duties, daily workload, and weekly schedule are determined by current organization and business needs, urgent medical cases, and professional veterinary experience.

Reports to: Chief Executive Officer

Job Type: Full-time, Exempt, Onsite

### **Duties and Responsibilities (to include, but not limited to)**

#### *Medical & Surgical Care*

- Provide high-quality medical and surgical care to the animals in our care and to those visiting our low-cost clinic using Fear Free principles.
- Perform spay/neuter and other routine shelter procedures.
- Support foster families and departmental teams managing medical cases.  
Perform limited low-cost clinic procedures.
- Triage and stabilize urgent medical cases.

#### *Collaboration & Internal Support*

- Serve as the primary medical partner for our animal care, intake, foster, and adoption teams.
- Mentor veterinary technicians and clinic support staff.
- Collaborate with leadership on policies and protocols, workflow improvements, and future clinic planning.
- Contribute to a stable and supportive work environment for staff, volunteers, and animals.
- Enhance the skills training of our Veterinary Technicians.

#### *Standards, Safety & Compliance*

- Maintain high ethical and professional standards.
- Ensure accurate medical records and adherence to safety protocols.
- Promote safe workplace practices.
- Work in full compliance with all municipality, county, and state laws as well as policies established by Anderson Humane's CEO and Board of Directors.

#### *Organizational Support*

- Provide input and feedback on program development and operational improvements.
- Participate in mission-focused meetings, trainings, and organization events.
- Advance clinic efficiency by implementing medical developments in the shelter industry.
- Embrace additional duties that support our organizational mission.
- Work a schedule necessary for our clinic's successful operation and to advance its developing programs.
- Perform additional tasks as assigned.

#### **Work Environment**

- Availability to work a schedule of mornings and afternoons on weekdays, and occasional weekends; non-standard hours as required to effectively manage urgent medical/surgical cases.
- The expectation to follow safety protocols due to animal exposure.

- Handling and interacting with animals of varying temperaments.
- Exposure to high noise levels; potential exposure to zoonotic diseases, animal scratches and bites.
- Regularly active; walking, lifting, and standing throughout the workday.
- Shared workspaces.
- Ability to lift up to 50 pounds with assistance.

## **Candidate Requirements**

### *Education and Expertise*

- A Doctorate in Veterinary Medicine (DVM) from an accredited program.
- An Illinois Veterinary License in good standing.
- An Illinois Controlled Substance license and DEA license.
- Shelter medicine and non-profit experience, preferred
- Commitment to humane and progressive animal care.
- Strong diagnostic skills and clinical judgement.
- Surgical proficiency including spays and neuters.
- Adoption of diagnostic and treatment plans based on low-cost clinic clients' financial resources.
- Comfort with small mammals and wildlife or willingness to learn
- Certification in Fear Free methodology; training is provided.
- Valid driver's license and own transportation

### *Knowledge, Skills, and Abilities*

- Passion for animal welfare and Anderson Humane's mission
- Physical ability and willingness to work with domestic and wild animals with a wide variety of temperaments and species.
- Comfortable handling of animals with health and behavior issues.
- Ability to re-prioritize in a fast-paced, changing environment with frequent interruptions.
- Confidently multi-tasks and redirects efforts with minimal supervision when priorities change.
- Effective time management skills.
- Communicates clearly and concisely in verbal and written form.
- Remains composed and professional in high-stress situations.
- Understands the impact of their work on others.
- Thinks and solves problems creatively.

## **Euthanasia Statement**

Anderson Humane's staff, interns, and volunteers must understand and accept that, even though all reasonable accommodations are made to support the physical and emotional health of our animals, there are situations in which animals must be euthanized.

DD 12.9.25