



The Athens Area Humane Society rescues and protects companion animals by providing for their wellbeing, uniting them with loving homes, and advocating for a compassionate society. We envision a society where all dogs and cats have a loving home and the bond between pets and people is celebrated. Founded in 1899, AAHS is among the first charitable organizations in Athens and one of its most beloved. Thanks to the generosity of individual donors, small family foundations, and legions of community volunteers, AAHS helps, heals, and homes more than 5,000 pets annually.

**Job Summary:**

Responsible for daily care of all surgical patients, ensuring all clinic staff members are adhering to proper pre-, peri- and post-operative care of patients. During designated training sessions, responsible for training participants in all aspects of patient care and efficient/safe clinic practices, maintaining a professional and friendly manner at all times.

**Essential Functions:**

- Examine animals pre-operatively to determine their ability to withstand surgery
- Perform surgical sterilizations
- Examine animals post-operatively to ensure appropriate healing
- Inoculate animals and provide recommendations for follow up care
- Supervise handling and recording of controlled substances by Veterinary Technicians
- Supervise post-operative rechecks and order of medical treatments as necessary to ensure complete surgical recovery
- Assess individual patient issues, and provide appropriate solutions
- Creatively problem solve daily
- Make reasonable and sensible medical decisions
- Follow and support all organizational and medical protocols
- Communicate effectively with Executive Director, to keep management apprised of all out of the ordinary situations
- Communicate any issues concerning staff or patients with Executive Director
- Communicate any issues concerning training programs and/or participants to Executive Director
- Provide input and communicate any issues regarding the clinic's disease control protocols, surgical protocols, or other medical issues with the Executive Director as appropriate
- Behave in a manner that upholds both personal and professional standards, as an ambassador of the Athens Area Humane Society, always
- Train any designated persons in all aspects of patient care and efficient/safe clinic practices, maintaining a professional and friendly manner at all times
- Strive to continually improve all training programs
- Be a leader among staff, displaying a positive attitude and acting as a motivating force for all staff members
- Ensure all clinic staff members are adhering to proper pre-, peri- and post-operative care of patients
- Work with other veterinarians and staff to establish, and ensure adherence to, procedures and protocols for the medical care and health of pets in the shelter environment, including foster care
- Promote the health and wellness of pets through wellness visits by providing client education regarding basic preventative care.
- Be able to perform, or be willing to learn to perform, basic dental cleanings, extractions, and other dental care needs for public and shelter pets as scheduled.
- Athens Area Humane Society reserves the right to add or change duties at any time

**Surgical Techniques & Skills:**

- Adheres to aseptic/sterile techniques while scrubbing, gowning, and gloving
- Adheres to sterile field throughout the surgical process
- Understands Spay/Neuter Alliance theory on incision placement
- Performs efficient and concise entrance into abdomen
- Performs safe and correct square knots
- Performs safe and gentle spay hook technique
- Performance of the ovarian cutaway technique in canine patients

- Performance of the ovarian pedicle tie in feline patients
- Usage of the modified Miller's knot, able to set using carmalts
- Usage of the modified Miller's knot, able to set using carmalts
- Performance of scrotal neuter techniques in both adult and pediatric patients
- Completes efficient, safe, and attractive closures, utilizing cruciate sutures
- Demonstrates principles of gentle tissue handling

**Other Critical Skills:**

- Demonstrates good speed when necessary
- Competently performs and teaches CPR and other emergency measures
- Competently handles surgical complications and rechecks
- Effectively critiques breaks in sterility
- Effectively critiques and suggests additional disease control measures
- Understands and can explain basic anesthesia
- Understands and practices low stress animal handling
- Communicates effectively with clients and colleagues

**Education, Experience, Knowledge, Skills, Abilities:**

- Must be a licensed Veterinarian in the state of Georgia
- Must maintain all current and correct licensure
- Physical Requirements
  - Must be able to work standing or sitting for 8 or more hours
  - Must be able to lift and carry up to 50 pounds repeatedly with help
  - Must be able to bend and kneel repeatedly
  - Must be able to see fine detail in a variety of situations
  - Must have good hearing including ability to distinguish changes in pitch
  - Must have reasonable degree of agility to move through tightly cramped areas in various situations
  - Must have acceptable sense of touch and smell
  - Must have good range of motion in joints especially wrist, knees, elbows
  - Must have good range of motion in your back for twisting etc.
  - Must be able to work in potentially extreme environmental temperatures
  - Must have acceptable sense of balance
  - Must be able to work and reach on hands and knees
  - Must be able to use a ladder and or step stool
  - Must possess excellent hand-eye coordination
  - May be asked to move large oxygen tanks
  - Must possess an acceptable degree of dexterity in hands and fingers
  - Must have good vision including peripheral vision, fine detail, distance, depth perception and ability to focus
- Emotional/Mental Requirements
  - Must be able to work under stressful conditions and work efficiently and effectively under those conditions
  - Must be able to respond quickly to a variety of medical situations (with training)
  - Must be able to cope with death due to surgical complication or euthanasia
  - Ability to process information rapidly and accurately
  - Ability to delegate tasks
  - Ability to recognize a need for assistance and ask for help
  - Ability to make decisions
  - Ability to cope with frustrating situations and remain calm
- Potential and Prolonged Exposures
  - Prolonged exposure to various aqueous solutions including but not limited to dish soap, chlorhexidine, and spectra soap
  - Prolonged exposure to isopropanol, hydrogen peroxide
  - Potential exposure to formalin solution
  - Potential/Prolonged exposure to isoflurane gas
  - Prolonged exposure to quaternary ammonium cleaners and bleach

- Prolonged exposure to pressurized steam
- Potential exposure to sharps, including needles and surgical blades

The offices and operations of a high volume spay/neuter clinic can be high stress and very busy at times. The schedule can change and may require weekend or evening hours to complete the job. Can include working some holidays, depending on clinic needs. Candidate must be flexible with schedule changes on short notice.

**Diversity, Equity, & Inclusion Statement:**

We work to recruit diverse candidates and ensure our team members have all the tools they need to be successful. Our mission is most effectively fulfilled through proactively supporting the values of equity, inclusion, and diversity. Diversity may be measured by, but is not limited to, differences in age, ethnicity, race, gender identity, sexual orientation, economic circumstance, class, religion, disability, geography, and profession. We acknowledge and respect the many differences that comprise thriving communities and seek diversity in our staff to ensure that a range of perspectives, opinions, and experiences are recognized and acted upon in achieving our purpose. We intend to promote a fully equitable animal welfare sector that justly represents and serves all our constituencies. Consequently, we strongly encourage applications from candidates of color, LGBTQ+ identity, and other historically marginalized communities.

**Disclaimer:**

This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees are required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the incumbents will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.

**EEO Policy Statement:**

It is the policy of AAHS to afford equal employment opportunities to all qualified individuals without regard to their race, color, ancestry, religion, sex, sexual orientation, national origin, caste, age, physical or mental disability, citizen status, veteran status, gender identity or expression, bankruptcy status or any other characteristic or status that is protected by federal, state, or local law.

**To Apply:**

Please send cover letter and resume, including salary expectations, to Dr. Cheryl McCormick, CEO, at: [cheryl@athenshumanesociety.org](mailto:cheryl@athenshumanesociety.org). *No phone calls, please.*