



Veterinary Medical Director

Full-Time (Folsom / El Dorado Hills / Greater Sacramento, CA area)

50% of time will be spent providing services as a veterinarian

Target hiring salary range: \$195,000 - \$245,000 plus an exceptional total compensation package!

Are you looking for a place where you can live your best life and perform your best work?

Animal ONE® is a 100% employee-owned veterinary group created to solve current problems facing the veterinary profession today. We are looking for a Medical Director who, in addition to providing veterinary care to patients, ensures high-quality patient care, manages compliance with medical policies, procedures, regulations, laws, and standards, and contributes to the financial stability and success of the practice. The Medical Director will advise executive leadership on veterinary best practices and medical advancements, manage medical programs, supervise veterinarians/lead veterinarians, research and resolve client questions and complaints, and help Animal ONE® become the most desired veterinary employer and provider in the United States. ***The Medical Director may manage two or more hospital locations and may be assisted by one or more Lead Veterinarians in implementing programs / performing non-supervisory activities. The Medical Director will collaborate with other managers and executive leadership and reports to the Animal ONE Chief Operations Officer.***

Key Responsibilities:

- ✓ **Perform Duties as Veterinarian:** Approximately 50 percent time, perform Veterinarian duties (as stated in the Veterinarian job announcement), including complete work in a timely and accurate manner, perform surgeries, treat and address wounds, perform dental surgeries, monitor the administration of anesthesia with the assistance of a Veterinary Technician team, ensure the quality of pre-op preparation, treatment, post-treatment and post-surgery care, and prescribe medications.
- ✓ **Medical Policy and Standards Development:** Help executive management establish and maintain medical policies and standard operating procedures/standards of veterinary medicine within the practice group.
- ✓ **Ensure Compliance:** Monitor and work with the Practice Manager(s) to manage practice compliance with relevant regulations, including the [State Veterinary Medical Practice Act](#), [OSHA](#), and [AAHA standards](#).
- ✓ **Ensure Quality of Care:** Manage the delivery of medical care, ensuring that all staff adhere to protocols and best practices.
- ✓ **Controlled Substance Management:** Develop and oversee controlled substance handling, administration, and prescription management; oversee the ordering, storage, and inventory of controlled substances; controlled substance logging/tracking; and compliance with controlled substance regulations and laws.
- ✓ **Hire, Supervise, and Motivate/Evaluate/Discipline Staff:** Train, mentor, evaluate, discipline, motivate, and measure/document performance of veterinarians and lead veterinarians; approve time off requests; collaborate with the Practice Manager(s) and Lead Veterinarian(s) to create work schedules; and review applicants, interview, and orient veterinarians. Collaborate with executive management and Practice Manager(s) on employee recognition programs and activities.
- ✓ **Perform strategic planning, budgeting, and resource allocation:** Assist executive leadership in planning and implementing programs and procedures to evaluate effectiveness, establish budgets, and identify/allocate resources. Collaborate with executive management on new/upgraded equipment purchases to support advancements.
- ✓ **Model Guiding Principles:** Visibly demonstrate a positive attitude and emotional intelligence, and create a positive environment for patients, clients, and staff by modeling the Animal ONE Guiding Principles.
- ✓ **Resolve Patient Problems:** Work with the Practice Manager(s) to gather information, analyze data, and make determinations regarding patient care issues, client complaints, and referral partner concerns, ensuring the best possible outcomes for patients. Relay information to clients to resolve issues. Provide the Chief Operating Officer with information needed for responding to complaints in social media and/or the press and manage Animal ONE and veterinarian reputation.

Qualifications:

- ✓ A Doctor of Veterinary Medicine (DVM) degree.
- ✓ A license to practice veterinary medicine in the State of California.
- ✓ A Drug Enforcement Agency (DEA) license for the State of California and ability to hold the role of Managing Licensee for the Premises Permit at one or more hospital locations.
- ✓ At least eight (8) years' experience as a small animal general practice veterinarian and an additional two (2) years' experience as a small animal practice Medical Director (or two years' experience as a Lead Veterinarian with Animal ONE). Five (5) years' experience as a Veterinary Medical Director is desired.
- ✓ Leadership skills and proven collaboration, program management, and supervision abilities.
- ✓ Ability to lift 50 lbs. to waist & endure frequent (daily 50% time) standing, bending, carrying & reaching above shoulder level.

What to do next:

If this sounds like a great opportunity, we'd love to hear from you! Just complete the contact form on our Careers page. We will contact you to learn more about you and answer any of your questions.

Animal ONE is an equal opportunity employer and makes employment decisions based on merit.