



POSITION TITLE: Contract Shelter Veterinarian

POSITION SUMMARY: Heritage Humane Society (HHS) is seeking a **Contract Veterinarian** to provide veterinary oversight and medical guidance for animals in our care. This role is critical in ensuring regulatory compliance, maintaining high standards of shelter medicine, and supporting the health and welfare of pets awaiting adoption.

This position is ideal for a veterinarian who is passionate about animal welfare and interested in supporting a nonprofit shelter environment through flexible contract work.

STATUS: Independent Contractor

ANTICIPATED START DATE: Mid-summer, or as mutually agreed upon.

TIME COMMITMENT: Approximately **4-8 hours per week**, depending on the shelter's needs and animal population.

RATE OF PAY: \$110.00 - \$125.00 per hour. *Contractors are paid **monthly**, and a submitted **timesheet serves as the invoice**.*

Make decisions for the pets in our care based on the Five Freedoms of Animal Welfare.

Freedom from Hunger and Thirst

By ready access to fresh water and diet to maintain health and vigor.

Freedom from Discomfort

By providing an appropriate environment including shelter and a comfortable resting area.

Freedom from Pain, Injury or Disease

By prevention or rapid diagnosis and treatment.

Freedom to Express Normal Behavior

By providing sufficient space, proper facilities and company of the animal's own kind.

Freedom from Fear and Distress

By ensuring conditions and treatment which avoid mental suffering.

BASIC REQUIREMENTS:

MEDICAL PROTOCOL OVERSIGHT

- Work with LVT to review, update and approve all shelter medical protocols.
- Ensure protocols are written under veterinary direction and comply with state regulatory requirements.
- Review and assist with updates to the HHS Animal Intake Policy so it can be resubmitted to the State Veterinarian, if necessary.

PATHWAY TEAM AUTHORIZATION

- Review and sign Pathway Team authorization forms for designated staff members.
- Provide required approvals so authorized staff may perform pathway-related medical duties.
- Participate in annual review of authorizations as required.

VETERINARY CONSULTATION

- Be available by phone or email to provide guidance to shelter staff regarding urgent medical questions involving animals in HHS care.

ON-SITE MEDICAL ROUNDS

- Conduct medical rounds at the shelter **approximately two days per week**.
- Visits typically last **about four hours each**, but may vary based on shelter population and animal health needs.
- Provide occasional euthanasia services when necessary.

VETERINARY SUPERVISION

- Provide veterinary supervision for the **Licensed Veterinary Technician serving as the Senior Director of Medical and Animal Care**.

MEDICAL DOCUMENTATION

- Review and initial all medical protocols currently in place at HHS.

QUALIFICATIONS

1. Active veterinary license in the Commonwealth of Virginia.
2. Ability to provide **Certificate of Insurance**.
3. Completion of **W-9** for contractor payment.
4. Experience or special interest in shelter medicine preferred.

ENVIRONMENTAL CONDITIONS

- Normally works in an environmentally controlled building, but outside work may be necessary.

OTHER CONDITIONS THAT ARE UNIQUE TO THE POSITION

- Possible exposure to various common canine and feline illnesses and behaviors requires caution and proper use of appropriate protective equipment such as gloves, grab poles, goggles, etc.
- The ability to handle the emotional and physical conflict of working in an environment that euthanizes animals that are aggressive, very sick, and do not meet HHS adoptability criteria.

To Apply: Email your resume, cover letter, and salary requirements to jobs@heritagehumane.org. Open until filled.