

**Job Title: Veterinary Medical Director****Organization:** Gulf Coast Humane Society**Location:** Fort Myers, Florida

Gulf Coast Humane Society (GCHS) is excited to announce a newly created position for a Veterinary Medical Director. As we prepare to break ground on our brand-new, state-of-the-art 10,000-square-foot veterinary clinic, we are seeking a visionary leader who will play a pivotal role in shaping the future of veterinary care in our community. This role offers a unique opportunity to be at the forefront of this exciting project, working closely with our leadership team to ensure the successful launch of the clinic and to establish the highest standards of care for the animals we serve.

If you're passionate about animal welfare and looking to make a lasting impact in a leadership role, we invite you to join us as we expand our capacity to serve pets in need across Southwest Florida.

**Position Overview:**

The Medical Director is responsible for overseeing the medical operations and ensuring the highest standard of veterinary care at Gulf Coast Humane Society's high-quality, high-volume spay/neuter clinic, our public wellness clinic, and our shelter medicine program. This role combines clinical expertise with leadership, administrative, and strategic responsibilities to advance the clinic's mission of providing accessible and compassionate veterinary services for animals in SW Florida.

**Key Responsibilities:****1. Clinical Leadership:**

- Provide expert veterinary medical care, including diagnosing and treating illnesses and injuries of animals seen at the clinic.
- Oversee surgical procedures and ensure protocols are followed to maintain safety and quality standards.
- Develop and implement medical protocols and guidelines to ensure consistent and effective care.
- Monitor and evaluate the health status of animals, adjusting treatment plans as necessary.

**2. Staff Supervision and Training:**

- Supervise veterinary staff, including veterinarians and clinic managers.
- Provide mentorship, training, and professional development opportunities to ensure continuous learning and growth.
- Conduct regular performance evaluations and address any performance issues promptly and constructively.

**3. Operational Management:**

- Collaborate with the clinic manager and administrative staff to ensure efficient clinic operations.
  - Manage inventory of medical supplies and pharmaceuticals, ensuring adequate stock levels and proper storage.
  - Oversee compliance with regulatory requirements and accreditation standards, including maintaining medical records and documentation.
  - Collaborate with shelter veterinarian to ensure population health and best practices are adhered to.
- 4. Community Engagement and Outreach:**
- Represent the clinic in the community and build relationships with stakeholders, including clients, donors, and volunteers.
  - Participate in outreach programs and educational initiatives to promote responsible pet ownership and preventive care.
  - Advocate for animal welfare issues and collaborate with local organizations as needed.
- 5. Strategic Planning and Development:**
- Contribute to the development and implementation of strategic goals and objectives for the clinic.
  - Identify opportunities for growth and improvement in medical services and programs.
  - Assist Executive Director in fundraising efforts and grant applications to support the clinic's mission and sustainability.

**Qualifications:**

- Doctor of Veterinary Medicine (DVM) degree from an accredited veterinary school.
- Minimum four (4) years of experience practicing veterinary medicine, with demonstrated leadership and management skills.
- Strong interpersonal and communication skills, with the ability to work effectively with diverse stakeholders.
- Commitment to animal welfare and the mission of the non-profit veterinary clinic.

**Preferred Qualifications:**

- Board certification or advanced training in a specialized area of veterinary medicine (e.g., surgery, dentistry, internal medicine).
- Experience working in a non-profit or community-based veterinary clinic setting.
- Experience working in a HQHV spay/neuter clinic setting.
- Knowledge of non-profit management practices, including budgeting and fundraising.

**Requirements:**

- Valid State of Florida Veterinary license.
- Valid DEA license, or ability to obtain one.

**Working Conditions:**

- This position typically requires working 40 hours per week.
- Physical ability to lift and restrain animals, as well as stand, bend, or kneel for extended periods.

**Salary Range: \$150,000-\$175,000**

**Benefits:**

- Four (4) weeks paid time off (PTO)
- Company paid holidays
- Employer paid professional license and liability insurance
- Eligible for Public Service Loan Forgiveness Program (PSLF)
- \$1,000 annual allowance for continuing education
- Health insurance
- Dental insurance
- Vision insurance
- Life insurance
- 401(k)
- Employee assistance program
- Discounted veterinary services
- Signing Bonus

**Application Process:**

Interested candidates should submit a resume and cover letter outlining their qualifications and interest in the position to Darcy Andrade, Executive Director:

[Darcy@gulfcoasthumanesociety.org](mailto:Darcy@gulfcoasthumanesociety.org)