



We're Hiring!

Associate Veterinarian

Location of Position: Marin Headlands, Sausalito, California

Reports to: Clinical Veterinarian

Position Classification & Expected Hours of Work, and Travel: This is a part-time, non-exempt, position, 16 hrs per week.

- Work schedule will consist of two consecutive days including a weekend day (either Friday and Saturday or Sunday and Monday).
- Regular onsite work is required.
- Evening, weekend, and holiday work is required.
- Occasional travel to satellite facilities and/or field research sites is possible for this position.

Compensation Range: \$52.00/hr.

Benefits: Partial Benefits:

- Sick Time
- 401k Retirement Plan
- Employee Assistance Program

Job Summary

The Associate Veterinarian supports the work of the Conservation Programs Department as a member of the organization's veterinary team. The Associate Veterinarian provides clinical medical care and contributes to case management for patients at The Marine Mammal Center. Additionally, this position contributes to the training and mentorship of Teaching Hospital participants in the clinical veterinary and animal husbandry tracks.

Essential Functions

Clinical: 60%

- Conduct patient physical examinations, health assessments, treatments, and sample collection for rehabilitation care and in support of ongoing research projects.
- Develop, implement, and execute diagnostic and therapeutic plans for patients, including euthanasia when indicated.
- Coordinate and communicate with other personnel to ensure continuity and high standard of care.
- In conjunction with other veterinary and animal care staff, advise Response Department personnel and satellite facilities as needed regarding whether response/intervention is

appropriate, and when so, guide appropriate response and initiation of care including husbandry and treatment.

- Provide evening, on-call, in-person animal care in response to patient emergencies in Sausalito.
- Provide evening, on-call, remote animal care through telephone and text communication with staff and volunteers at all California facilities: Sausalito Hospital, Monterey Bay Operations, and San Luis Obispo Operations.

Administrative: 15%

- Maintain accurate and complete patient medical and husbandry records in a primarily electronic medical records database (“RUBY”), including specific reports required for protected species in accordance with federal and state regulations.
- Record controlled drug use in compliance with DEA regulations.
- Contribute to development and annual review of medical protocols including retrospective review of patient treatment outcomes.

Leadership & Education: 20%

- Provide mentorship and instruction to participants in the Center’s Teaching Hospital program.
- Provide guidance, advice, and consultation for questions and concerns animal care volunteers.
- Represent and promote the Center’s science and health programs to external parties such as donors and media.

Other Duties as Assigned: 10%

- Perform special projects as assigned.
- Perform other duties as assigned.

Supervisory Responsibility

None.

Knowledge, Skills, and Abilities

- Experience in veterinary care settings with high patient volume and a large team of care providers such as in shelter medicine, emergency medicine, and wildlife rehabilitation.
- Experience providing veterinary clinical care to a large patient population with a herd health management approach.
- Ability to work closely and safely with wild animals, which requires physical strength, dexterity, and situational awareness.
- Excellent written and oral communication skills.
- Ability to establish and maintain effective working relationships within in a team.
- Ability to react appropriately and calmly in emergency situations.
- Ability to provide mentorship, instruction, and supervision for Teaching Hospital participants including veterinary and veterinary technology students, veterinary residents, and others at various stages of their career path.

- Knowledge of and competence in marine mammal veterinary medicine including medical treatment, anesthesia, triage, and euthanasia (preferred).
- Energy and enthusiasm for working with staff and volunteers of diverse backgrounds and differing ability levels.
- Willingness to support and participate in The Marine Mammal Center's diversity, equity, and inclusion programs.
- Communicate and interact effectively with people across cultures, ethnic groups, and identities.
- Practice self-awareness and respect while engaging with people of diverse backgrounds.

Qualifications and Experience

- This position requires a combination of education and experience which includes a DVM or equivalent degree from an AVMA-accredited veterinary college and a minimum of 3 years of clinical veterinary experience.
- Preferred qualifications include experience in clinical marine mammal veterinary medicine, familiarity with wild stranded marine mammal health and disease, and experience providing training and mentorship to students in a clinical veterinary setting.
- DVM or equivalent degree from AVMA-accredited veterinary college.
- California State license to practice veterinary medicine or ability to obtain licensure prior to initiating employment.
- Valid driver license with acceptable motor vehicle record to maintain standards of insurability.
- Proof of COVID-19 Vaccination or waiver (medical or religious).

Work Environment & Physical Requirements

- This position operates in a professional office, laboratory, and hospital environment both indoors and outdoors with access to other parts of the facilities via outdoor pathways.
- Work occurs in outdoor weather conditions and elements throughout the year.
- Hospital environment with utilization and potential exposure to potent anesthetic drugs and toxic substances including formalin and disinfectant agents. Work environment involves exposure to potentially dangerous materials and situations that require extensive safety precautions and may include the use of protective equipment, particularly during operation of radiologic equipment with potential exposure to radiation.
- Routine use of medical equipment such as digital radiology machines, endoscopy equipment and laboratory equipment (centrifuge, etc.).
- Rare work in a field environment may include terrestrial and marine/boat-based work and require hiking to some observation points or acting as part of a boat crew (minimal). The individual may also participate in cetacean mortality investigations.
- Exposure to allergens and zoonotic diseases. • Involves smells associated with animals and the care of animals.
- Risks associated with animal handling such as animal bites or scratches.
- Routinely uses standard office equipment requiring repetitive motion and tasks.
- Ability to work at a desk for extended periods of time using a computer.
- Ability to lift and/or move up to 50 pounds.

- Ability to crouch down, move quickly, and work with large animals.
- Ability to spend extended periods on standing, walking, and climbing stairs (potentially in inclement weather conditions).

OUR COMMITMENT TO DIVERSITY

The Marine Mammal Center actively engages individuals from all backgrounds. We are committed to embracing diversity within our organization because we firmly believe that diverse employee teams help us to achieve our best organizational outcomes and provide the most effective support to the communities we serve. We are deeply dedicated to creating and maintaining an inclusive, equitable and supportive work environment. We strongly encourage people from underrepresented groups to apply. The Marine Mammal Center believes in growth and supporting our employees as best we can so they can become their best selves in and outside of work. We believe that a healthy work environment means building an inclusive culture where people can thrive together and feel supported and empowered. We believe in stretch versus constraint.

OUR MISSION

The Marine Mammal Center advances global conservation through marine mammal rescue and rehabilitation, scientific research, and education.

ABOUT THE MARINE MAMMAL CENTER

The Marine Mammal Center is leading the field in ocean conservation through marine mammal rescue, veterinary medicine, science, and education.

For more information, please visit our “About Us” page at www.marinemammalcenter.org

To Apply: [Link to application](#). Please submit a cover letter and resume and provide a brief description about how your experience aligns with the role.

Note that applications without a cover letter will not be considered.

In your cover letter, please feel free to note which pronouns you use (For example – she/her/hers, he/him/his, they/them/theirs, etc).

We strongly encourage people of color, lesbian, gay, bisexual, transgender, queer and non-binary people, veterans, parents, and individuals with disabilities to apply. The Center is an equal opportunity employer and welcomes everyone to our team. If you need reasonable accommodation at any point in the application or interview process, please let us know.