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Second Chance Wildlife Center (SCWC) Staff Leadership Position:
Full-Time Wildlife Veterinarian

As Second Chance Wildlife Center (SCWC) in Gaithersburg, Maryland (www.SCWC.org) prepares for an April 2025 move of all operations to its brand new, custom-designed wildlife rehabilitation facility being built in Clarksburg, Maryland, it is an exciting time for a **Full-Time Wildlife Veterinarian** to join our leadership team and help shape our beloved and respected organization's future in continued service to wildlife and people. Averaging over 2,500 admissions per year with patients representing over 110 different wildlife species, this is an exciting opportunity for any veterinarian. Reporting directly to the SCWC Clinic Director on a daily basis (and, ultimately, to the SCWC President), Second Chance Wildlife Center's Wildlife Veterinarian supervises and provides the highest quality medical care possible to the animal patients at SCWC, in a humane and professional manner. The Wildlife Veterinarian will perform all duties in accordance with the most progressive and evidence-based policies and procedures, and with a focus on ethical triage and successful release outcomes, and minimizing pain, suffering, stress, and time spent in a rehab setting.

If you are a passionate and innovative veterinarian looking to make a meaningful impact in the unique world of wildlife rehabilitation at a brand-new facility designed for patient and staff success, we invite you to apply TODAY. Specific instructions on how to apply are below. No phone inquiries, please. Below are key tasks, responsibilities and expectations.

1. Animal Care and Policies:

- Provide individual veterinary care to patients, including but not limited to physical exams; prescribing and administering medications; performing or ordering appropriate diagnostics; creating, monitoring, and adjusting treatment plans; and preparing animals for release.
- Perform any medical and surgical procedures in a safe, efficient, ethical, and timely manner.
- Perform veterinary rechecks in a timely and efficient manner, with the aid of the Clinic Director, Clinic Technicians, any future staff or volunteer veterinarians.
- Participate and collaborate in the planning of nutritional programs for each patient.
- End the treatment of and euthanize non-releasable patients in an ethical and timely manner and in accordance with SCWC's euthanasia policies.
- Participate in and perform daily husbandry tasks when able, including but not limited to feeding, cleaning enclosures, administering medications, performing initial intake exams on new patients, and releasing animals.
- Monitor and make appropriate changes to an individual patient's treatment plan or husbandry, and clearly communicate and confirm these changes with the Clinic Director and Clinic Technicians. Record any and all additions or changes to treatment plans in the database. This includes medical procedures, treatments, medications, NPO days, observation schedules, weigh days, feeding schedules, etc.
- Adhere to medical, triage, and husbandry protocols and procedures as established in collaboration with the Clinic Director any future staff or volunteer veterinarians.
- Collaborate with the Clinic Director to create and implement new veterinary or medical protocols as needed, with a focus on best practices and current ethics in wildlife rehabilitation,

and ensure clear communication of and proper implementation of the new protocols with the Clinic Technicians.

- Collaborate with the Clinic Director and any future staff or volunteer veterinarians to gain insight on seasonal triage needs, patient capacity, and the Clinic Technicians' ability to care for any patient.
- Provide up-to-date insight on and contribute to protocols surrounding biosecurity, contagious diseases, quarantines, zoonotic diseases, epidemics, and current medical practices in wildlife rehabilitation.
- Perform necropsies or tissue collection as needed.

2. Administrative:

- Collaborate with the Clinic Director to create a regular and consistent schedule up to 40 hours/week that provides needed coverage to our patients across multiple days per week. Respond to occasional text messages from the Clinic Director or Clinic Technicians during time off to answer medical questions regarding treatment for patients.
- Participate in weekly Rounds.
- Maintain the patient database in an efficient and timely manner, entering any and all animal care, medical, or husbandry notes into the database within 24 hours. This includes adding prescriptions, NPO schedules, pre-procedural notes, or any other timed treatments or particular alerts to the Clinic Technicians.
- Collaborate with the Clinic Director and any future Staff or Volunteer Veterinarians on the creation and maintenance of treatment and euthanasia SOPs, with a focus on best practices and current ethics in wildlife rehabilitation, and ensure proper adherence to agreed-upon practices within the clinic.
- Collaborate with the Clinic Director in ordering controlled substances, maintain the Controlled Substances Log, and ensure security of controlled substances.
- Order compounded medications and ensure proper payment is completed.
- Alert the Clinic Director if and when medical supplies need to be ordered or re-ordered, and engage with the inventory sheet system.
- Provide input on the use, maintenance, storage, and handling of medically related equipment and ensure they are properly functioning.
- Provide input on the ordering of veterinary supplies and equipment from specific vendors who provide SCWC with good service, products, and maintenance.
- Create and/or maintain relationships with other veterinarians or animal healthcare officials within the region, including those at neighboring rehabilitation facilities and in state agencies, and collaborate with them as needed.
- Collaborate with the Clinic Director to aid in the training of the Clinic Director and Clinic Technicians on certain medical procedures and protocols.
- Participate in or lead educational sessions or special events both within the organization, and with groups or organizations outside the Center when pre-approved by the Clinic Director and President.
- Collaborate with and aid in the training of any future Staff or Volunteer Veterinarians.
- Maintain and provide proof of a current license to practice veterinary medicine in Maryland, and adhere to applicable laws governing the practice of veterinary medicine.

3. Collaborations and Expectations

- The Clinic Director and Clinic Technicians will:
 - Contact the Wildlife Veterinarian for the management of severe wounds and other medical questions or emergencies, and for cases where the need for euthanasia is not clear
 - Collaborate with the Wildlife Veterinarian to clear for transfers and releases any patients that have an in-depth medical history and treatment plan
 - Aid the Wildlife Veterinarian in maintaining a list of patients needing veterinary exams, care, or rechecks
 - Maintain an in-depth knowledge and understanding of the status of patients in care and be able to update the Veterinarian as needed

- The Wildlife Veterinarian will:
 - Contact the Clinic Director before suggesting or making any changes to standard procedures or husbandry protocols, and before instructing the Clinic Technicians to make changes. Questions about procedures and protocols should be immediately directed to the Clinic Director
 - As time permits, assist in collaborative projects seeking input or research for the construction and maintenance of the new SCWC facility

4. **Benefits**

- This is a salaried position working 30 to 40hrs/week with a minimum gross compensation of \$40 per hour before taxes, fees and withholdings for medical insurance (if participating in our health insurance offerings), with total annual compensation depending on agreed upon of hours worked per week. As a salaried employee in a professional and leadership capacity, you will be exempt from overtime pay.
- At no less than a 30hr/week, this position is eligible for participation in the healthcare insurance programs currently offered to SCWC Full-Time employees (medical and dental insurance currently through BlueCross), and SCWC currently pays a generous 75% of the premiums. We currently offer 3 healthcare plans to choose from and one dental plan. Plans and premium withholdings are subject to change.
- This position is eligible for SCWC paid vacation/PTO hours (80.0 hours per calendar year) and paid sick days (40.0 hours per calendar year).
- This position is also eligible for consideration for a year-end performance bonus (although these are never guaranteed and are subject to the financial status of SCWC at the time).
- Paid continuing education and conferences in wildlife rehabilitation and medicine are also offered and encouraged.

Interested candidates should send a detailed cover letter, resume, and copy of their current veterinary license to careers@scwc.org. The hiring process will be ongoing until the right candidate is found.

No telephone inquiries, please. We need to keep our phone line open for animal emergencies.