

Shelter Veterinarian

Schedule: flexible hours

full or part-time position available

Salary: \$100,000.00 - \$130,000.00 per year

Why move to Lynchburg? The city of Lynchburg is one of Livability.com's 2025 Top 100 Best Places to Live for the second year in a row. Lynchburg continues to stand out as a place where residents can thrive - whether you're raising a family, starting a career or enjoying retirement. The city is praised for its vibrant historic downtown, proximity to the Blue Ridge Mountains, and a strong mix of arts, outdoor recreation and entrepreneurial energy. Lynchburg's affordability remains a key highlight, with housing prices well below the national average and a cost of living that makes quality lifestyles accessible.

Lynchburg has been ranked among the top 10 cities in the country for happiness and well-being. Gallup-Heathways reported residents had lower rates of stress, depression, and obesity.

With modern amenities and a recent renaissance, downtown is stronger than ever. Many historic buildings have been brought back to life, housing new restaurants, breweries, rooftop bars, boutiques, high-end hotels, and loft-style apartments. Founded in 1783, Lynchburg Community Market is one of the oldest in the country.

Lynchburg is one of the top 10 most secure mid-sized cities in the United States, according to Farmer's Insurance and Sperling's Best Places. Cities with high rankings had low crime, good air quality, a lower risk for extreme weather or natural disasters, low rates of housing depreciation and foreclosures, steady employment, and a longer life expectancy.

Why work at the Lynchburg Humane Society?

For over seventy years, the Lynchburg Humane Society has operated as a private, non-profit organization, caring for lost and homeless pets. Last year, our Lynchburg Center for Pets helped 13,034 pets and 13,233 people. We are a 501(c)(3), as well as a no-kill Humane Society, where we firmly believe that no healthy or treatable pet should be euthanized. By operating the public shelter for the City of Lynchburg, we accept lost or unwanted pets surrendered to us, as well as provide shelter and care for pets that have been victims of neglect, abandonment, or abuse brought in by the city's animal control officers. We help pets who are at risk of euthanasia at other shelters by transferring them into our care. We accept those that are easily adoptable as pets, as well as those that require special care due to experiences of abuse or neglect. In addition to our Center for Pets, we currently

operate a regional spay/neuter clinic, which performs approximately 8,000 spay/neuter surgeries annually .

We are about to break ground on a new 11,000 SF Regional Veterinary Clinic, which will enable us to expand and enhance our shelter medicine services, increase access to care in our community, and increase our spay/neuter capacity. This clinic will be located on our Center for Pets Campus in Lynchburg. It is an exciting time to join our team!

Mission: Leading the way in providing a compassionate, safe community for animals and people through progressive life-saving programs, services, resources, and education.

Vision: A community free of homeless and neglected pets

Position Summary:

We are seeking a veterinarian to collaborate with our existing veterinarians in providing shelter veterinary medicine.

The Lynchburg Humane Society is a lifesaving organization leading the way in providing a compassionate, safe community for animals and people through progressive lifesaving programs, services, resources, and education.

The veterinary team provides medical oversight and performs surgeries on shelter pets in our facility and through our volunteer foster program. Our extensive benefits package includes medical benefits, paid CE, Virginia Veterinarian License reimbursement, DEA License reimbursement, generous Paid Time Off, holidays, and schedule flexibility. We offer health, vision, and dental insurance.

Duties and Responsibilities:

Medical Care

- Practice veterinary medicine from a shelter medicine perspective.
- Develop diagnostic and treatment plans for sick or injured shelter patients utilizing available resources.
- Maintain complete medical records.

Surgical Care

- Perform surgeries on shelter pets, including soft tissue, amputations, dentistry, etc.
- Document surgical procedures in medical records, with a clear plan if needed

Administrative

- Responsible for ensuring all state regulations are followed and required reporting and protocols are timely and followed properly.
- Collaborate with other LHS veterinarians, the Executive Director, the Director of Operations, and the Medical Manager.
- Work in conjunction with the behavior team to ensure the mental well-being of shelter residents and prescribe medications to help the mental well-being of the shelter residents as necessary.
- Attend rounds and staff meetings as needed
- Communicate with our veterinarians on medical cases.

Qualifications:

- Experience and knowledge in dentistry are preferred (but not required).
- Maintain an active Virginia Veterinary License and a Virginia DEA License.
- Able to exercise professional judgment in the best interest of the animals and LHS.
- Strong interpersonal, collaborative, and team-building skills
- Positive attitude and ability to deal with emotionally challenging situations
- Commitment to and enthusiasm for the mission, programs, and services of LHS.

Physical Demands:

- Standing or walking 8 or more hours per day with frequent bending, stooping and reaching
- Able to see fine details in a variety of situations

Working Conditions:

- Work is performed in an animal shelter
- Exposure to disinfecting solutions when cleaning, with exposure to unpleasant odors and high noise levels when in the kennel area

LHS Benefit Highlights (based on full-time employment)

- 108 hours of Paid Time Off, two paid mental health days.
- Medical, dental, and vision plans are offered on the 1st of the month following employment
- Employer-funded HSA for those on the high-deductible medical plan
- Employer paid Employee Assistance Program
- IRA retirement plan, Employer matches up to 3%.
- Paid bereavement leave, including 2 days of paid leave for the loss of a personal pet
- Employee of the Quarter and anniversary recognition

Job Types: Full-time, Part-time, Contract

Salary: Competitive

Benefits:

401(k)

- 401(k) matching
- Dental insurance
- Employee assistance program
- Employee discount
- Health insurance
- Health savings account
- Life insurance
- Paid time off
- Retirement plan
- Vision insurance