

Title: Veterinarian

Reports To: Director of Operations

Schedule: Full or part-time positions available, flexible schedule

Salary: \$100,000 - \$170,000

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:

Our Veterinarians are responsible for performing high-quality, high-volume spay/neuter surgical procedures, routine vaccines, and other wellness care in a fast-paced setting.

Once fully trained, the Spay/Neuter Veterinarian should be able to perform 30-40 surgeries per day.

Our extensive benefits package includes medical benefits, paid CE, reimbursement for the Virginia Veterinary License and the DEA License, generous Paid Time Off, holidays, and schedule flexibility. We offer health, vision, and dental insurance.

Duties and Responsibilities:

- Performing high-volume, high-quality, safe spay/neuter surgeries
- Maintaining strict sterile techniques for all surgeries and ensuring safe, effective, and efficient medical processes from check-in to discharge
- Providing quality pre-surgical medical screenings
- Monitoring the health of all patients throughout the day
- Provide medical information to clients and answer questions as needed
- Providing post-surgery follow-up at recheck appointments as needed
- Perform physical exams, medical procedures, and diagnostics as necessary for presurgical and wellness patients
- Providing direction, support, and training to veterinary support staff and volunteers
- Performing dental services, including basic cleaning and extractions
- Assisting with training and overseeing visiting Veterinary and Technician students

Administrative

- Responsible for ensuring all state regulations are followed and required reporting is completed and protocols are timely and followed properly.

- Collaborate with other LHS veterinarians, the Executive Director, and the Director of Operations.
- Communicate with our veterinarians on medical cases.
- 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.

LHS Benefit Highlights (based on full-time employment)

- Generous PTO/Sick pay
- 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
- Staff appreciation events and anniversary recognition

Why live in Lynchburg, Virginia? 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, nonprofit 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 operate a regional spay/neuter clinic, which performs approximately 8,000 spay/neuter surgeries annually.

We are in construction 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!