



## **Job Description**

**Job Title:** Associate Veterinarian  
**Reports To:** Chief Veterinary Officer  
**FLSA Status:** Exempt, full time

### **SUMMARY:**

The Associate Veterinarian is responsible for the health and wellbeing of the animal collection located at the Central Florida Zoo & Botanical Gardens (CFZ) facility and the Central Florida Zoo's Orianne Center for Indigo Conservation (OCIC). The Veterinarian will work in the clinic at CFZ as well as be available to the staff on an as needed basis. This position reports directly to the Chief Veterinary Officer (CVO). Decisions regarding the animals are made in collaboration with the Director of Animal Operations, the COO, and the CEO. Final decisions concerning the welfare of the animals will be solely the responsibility of the CVO. Additional guidance is received through established policies and procedures, plus verbal and written communications.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Serve as Ambassador to CFZ at all times.
- Plan, direct, and participate in the animal health care program at CFZ and OCIC.
- Conduct effective quarantine testing procedures for all incoming animals.
- Conduct regularly scheduled immunization and preventive care programs to maintain health of animals by guarding against communicable diseases.
- Provide immediate medical attention to diseased or traumatized animals.
- Collaborate with animal program staff in planning as well as executing nutrition and reproduction programs for the collection.
- Develop special programs to encourage reproduction among animals designated as endangered species, based on knowledge of native habitat and behavioral instincts.
- Conduct postmortem studies and subsequent analyses.
- Consult with veterinarians in other zoos or specialty practices seeking advice in treatment of exotic animals, as needed.
- Assist the Animal Nutrition team with interpretation and implementation of diet analyses provided by a boarded veterinary nutritionist. Act as a liaison between the Animal Nutrition team and the animal program staff.
- Provide training, mentoring and coaching to animal program staff regarding zoonotic diseases and associated risks.
- Collaborate with the Education Department to provide learning opportunities, job shadows, and workshops for students in the community.
- Ensures all veterinary services provide exemplary care to the animal collection.
- Coordinate with animal program staff to assure compliance with all regulatory agencies; USDA, USFWS, FWC, Department of Health, DEP, SJRWMD.
- Develop and maintain relationships with all Zoo employees, guests and vendors.
- Adheres to all Central Florida Zoo Policies and Procedures.
- Other duties as assigned.

**QUALIFICATIONS:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Provide a negative drug test and TB test results.
- Possess a strategic focus with an eye for detail and efficiency.
- Possess a proven knowledge of AZA practices and policies.
- Must be able to maintain effective working relationships with other Zoo employees and the public.
- Must have the ability to work flexible hours, including weekdays, weekends, holidays and evenings.

**EDUCATION / EXPERIENCE/SPECIFICATIONS:**

- A Doctor of Veterinary Medicine (DVM), or equivalent, is required.
- At least 2 years veterinary experience, preferentially in a zoological environment.
- Proven management skills.
- Overall knowledge of all department programs and procedures.
- Excellent communication, organization and personnel management skills.
- Ability to multi-task as well as delegate to staff tasks or projects necessary to provide guests and employees exemplary service.

**LANGUAGE ABILITY:**

- Ability to respond to common inquiries, requests or complaints from guests and/or staff in a kind and courteous manner.
- Must be able to communicate with guests and staff clearly and effectively.

**LICENSES/REGISTRATIONS:**

- Valid Florida driver's license.
- Florida Veterinary License.
- USDA Class 2 Veterinary Accreditation.
- No history of disciplinary actions by the DEA or veterinary boards.
- ACZM, ECZM, or ABVP Diplomate status is desirable.

**PHYSICAL DEMANDS:**

In compliance with the Americans with Disabilities Act, the following have been identified as physical requirements of the job:

- The employee must frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 75 pounds, stand for long periods of time and drive Zoo vehicles.
- Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.
- While performing the duties of this job, the employee is regularly required to talk or hear.
- The employee is frequently required to use hands and fingers to handle, reach or feel and manipulate objects or controls.
- The employee is frequently required to sit, walk distances, climb, balance, stoop, bend, kneel and crouch.
- Several job functions of this position are performed in confined areas.

*Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

**WORK ENVIRONMENT:**

A large percentage of duties are performed outdoors in various weather conditions, ranging from rain, wind, cool to cold weather, and extreme heat and humidity. It is possible the employee will be exposed to dust and harsh chemicals that if not handled properly may present a health hazard. The noise level in the work environment is usually moderate. Exposure to infectious diseases from daily contact with exotic and domestic animals including; bacterial, fungal, parasitic, and viral pathogens. Job functions performed around a variety of animal species with potential for physical harm from bites, kicks, heavy lifting, or surgical instruments.

Central Florida Zoo & Botanical Gardens reserves the right to revise or change job duties and responsibilities as the need arises. This job description pertains to an "at will" position with the Central Florida Zoo & Botanical Gardens and in no way constitutes a written or implied contract of employment.

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Employee (Print name)

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Employee's signature

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CEO

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Date

The Central Florida Zoological Society is an equal opportunity employer and makes decisions related to compensation and all terms, conditions or privileges of employment on the basis of merit. Company policy prohibits unlawful discrimination based on race, color, creed, sex (including pregnancy), gender orientation, religion, marital status, age, national origin or ancestry, physical or mental disability, medical condition, genetic characteristic, military status or any other consideration made unlawful by federal, state, or local laws. All such discrimination is unlawful and prohibited by the CFZS.