City of Virginia Beach Organizational Mission & Values
The City of Virginia Beach exists to enhance the economic, educational, social and physical quality of the community and provide sustainable municipal services which are valued by its citizens. The City of Virginia Beach organization is based upon a belief in the democratic process of government. This belief provides meaningful ways for citizens, reflecting the diversity of our City, to contribute to the development of public policy. This process is enhanced by organizational values which guide member performance within the Virginia Beach Quality Service System. These Values define our desired organizational culture. We value quality customer service; teamwork; leadership and learning; integrity; commitment; and inclusion and diversity.

Class Summary
Provide diagnostic and preventative veterinary care services to a diverse collection of animals representing numerous species of mammals, birds, reptiles, amphibians, fish and invertebrates at the Virginia Aquarium & Marine Science Center as well as the Aquarium's marine mammal and sea turtle stranding response and collections quarantine facility; act as the supervising veterinarian in terms of ensuring sound health practices are maintained, vaccine protocols followed, humane euthanasia practices employed and controlled substances secured and recorded as required by law. Directly supervise one veterinary technician employee.

Representative Work Functions and Responsibilities
Animal Collection Management
Screen and/or examine all Aquarium collection animals, including animals assigned to quarantine, providing appropriate medical treatments/prescriptions as required or making referrals to local veterinary clinics and specialists for more extensive treatment, when necessary.

Inspect animal care facilities for proper sanitation and report problems/concerns. Provide recommendations for cleaning protocols as necessary to ensure best practices are consistently followed.

Euthanasia Practices
Recommend animals for humane euthanasia based on medical condition and in the interest of collection management practices, and as part of marine animal stranding response operations. Administer or supervise/authorize drug administration. Maintain Drug Enforcement Administration (DEA) certificate and state pharmacy license for controlled substances required for humane euthanasia.

Vaccine Protocols
Develop vaccine protocols. Administer inoculations and/or authorize and supervise technicians to administer inoculations such as Strongid, Bordatella, DA2PPV, West Nile, heartworm test, rabies, etc.

Other Veterinary Services:
Provide health care services to the Aquarium’s Marine Mammal and Sea Turtle Stranding Response Program, on both a scheduled and emergency consultation 24/7 basis. Serve as the Aquarium veterinarian of record for federal and state stranding agreements and research permits.
Veterinarian – Aquarium #02971

Provide training to staff on topics related to collection health management and stranding response (eg. vaccinations, restraint procedures, signs/symptoms of illness/injury, body scoring, zoonotic diseases, etc.).

Perform necropsies, determining causes of death; prepare necropsy reports, analyze findings, and formulate recommendations for preventive measures.

Ensure compliance with local, state, and federal laws and regulations relating to animal care, transport, treatment and the handling of controlled substances.

**Other Services:**
Perform administrative tasks and recordkeeping required by the DEA, United States Department of Agriculture (USDA) and the Board of Veterinary Medicine. Utilize the Zoological Information Management System (ZIMS) for collections record keeping. Work with the Aquarium’s registrar and stranding response coordinator to maintain proper animal health records.

Supervise the Aquarium’s veterinary technician; direct daily assignments; approve leave requests; provide performance feedback, coaching, annual reviews and professional development plans; and administer discipline according to City and departmental policies if necessary.

Participate in meetings such as the Animal Care Committee, Curators Meeting, Exhibit Planning, and other strategic planning initiatives.

Represent the Aquarium at appropriate conferences and meetings and in news / press releases or other communications.

Constantly strive to further the mission of the Aquarium and avidly support the organization through participation in special events and fundraisers.

May conduct or participate in research projects relating to the husbandry, breeding, welfare, behavior or conservation of both captive and wild populations of animals.

Perform other job duties requiring skills, knowledge and physical requirements as demanded by those duties described or less. Individual assignments will be determined by the supervisor based on then current workloads and department needs.

**Performance Standards**
Ensure compliance with all appropriate City, state and federal laws and regulations, as well as all applicable permits; collaborate with the Director of Live Exhibits and Curators in the development and implementation of industry best practices in zoo and aquarium collection health protocols, including vaccination and parasitic controls; collaborate with Research & Conservation staff in the development and implementation of stranding response and research protocols; develop, instruct and document staff training; promote collaborative relationships with the zoo and aquarium community and stranding response networks, other veterinary professionals, Aquarium staff, other City staff members, citizens and visitors; effectively supervise subordinate employees; and proactively communicate changes in law and/or procedure to all staff.

**Minimum Qualifications**
Doctor of Veterinary Medicine (DVM or VMD) from an accredited college of veterinary medicine.

Successful completion of a national veterinary medicine exam, and current licensure as a veterinarian.
within the Commonwealth of Virginia. Must maintain veterinarian licensure, and all continuing education requirements for the duration of employment in this position.

Drug Enforcement Administration (DEA) certificate and state pharmacy license for controlled substances. Must maintain certification and licensure for the duration of employment in this position.

Professional clinical experience in zoo and / or aquarium medicine.

Must have, or obtain, a current and valid Virginia or North Carolina driver's license in accordance with Virginia or North Carolina DMV driver’s license eligibility requirements.

**Preferred Qualifications**
Professional veterinarian experience as a licensed vet with a residency in aquarium animal medicine strongly preferred. Experience with a wide variety of taxa including but not limited to teleosts, elasmobranchs, marine and fresh water turtles, marine mammals, birds and reptiles in an Association of Zoos and Aquariums (AZA) accredited zoo or aquarium. Experience in aquatic animal medicine and surgery is highly desirable.

**Special Requirements**
All employees may be expected to work hours in excess of their normally scheduled hours in response to short-term department needs and/or City-wide emergencies.

Must be available to work evenings, weekends, holidays, and overtime when required to meet operational needs.

This position may require that incumbents wear and maintain appropriate personal protective equipment such as, but not limited to, steel toed shoes, hard hats, safety glasses, gloves, or other safety attire and equipment in designated areas of risk. Specific requirements will be determined and communicated by the employee’s supervisor based on position assigned.

Positions within this class have been designated as Alpha I positions requiring employees to work during inclement weather, regardless of the City’s operational status.

Upon hire, the selected candidate will be required to receive rabies pre-exposure vaccination provided by the City of Virginia Beach Occupational Health Services.

**Knowledge-Skills-Abilities Required to Perform Satisfactorily**

A. **Knowledge**
   1. Knowledge of City ordinances and federal and state laws pertaining to the care, control and handling of a variety of animals including threatened and endangered species and protected marine species.
   2. Knowledge of collection management, veterinary care and protocols in a zoo or aquarium setting.
   3. Knowledge of basic animal husbandry and behavior principles.
   5. Knowledge of City and departmental core values, mission and operating policies and procedures.
   6. Knowledge of motivational techniques, leadership practices and the principles of human behavior.
   7. Knowledge of medical conditions and behavioral characteristics to determine if euthanasia is necessary.
   8. Knowledge of protocols and standards established by the Association of Zoos and Aquariums

This description is intended to indicate the kinds of tasks and levels of work difficulty that will be required of positions that will be given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of any supervisor to assign, direct, and control the work of employees under his or her supervision. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.
Veterinarian – Aquarium #02971

(AZA), Alliance of Marine Mammal Parks and Aquariums (AMMPA), Animal and Plant Health Inspection Service/United States Department of Agriculture (APHIS / USDA), and Drug Enforcement Administration (DEA).

9. Knowledge of anesthesia and euthanasia techniques with a wide variety of taxa and knowledge of remote delivery systems.

B. Skills

1. Skill in the diagnoses of animal injury/illness.
2. Skill in effective communication both orally and in writing to diverse audiences, in varying situations, including giving general directions, instructions and information to the media and general public, preparing and delivering compelling presentations, and preparing memos, correspondence, reports and forms.
3. Skill in using logic and reasoning in the application of animal treatment plans in conjunction with operational mission, fiscal limitations and community expectations.
4. Skill in identifying complex problems and reviewing related information to develop, evaluate and implement solution options.
5. Skill in monitoring, assessing and recognizing performance of subordinate(s) and identifying/using appropriate tools for corrective action.
6. Skill in training and supervising the work of staff.
7. Skill in operating a computer and using City standard software, as well as software for animal tracking and medical requirements/recording.

C. Abilities

1. Ability to deal effectively with people in a wide variety of situations and circumstances.
2. Ability to foster team effectiveness and accomplishment of shared goals to maximize health of collection animals and stranded animals.
3. Ability to build collaborative relationships with Aquarium staff, area animal advocacy, veterinary clinics, animal rescue groups and others.
4. Ability to make recommendations for change and revision to processes that affect animal collection health management.
5. Ability to identify and resolve conflict through taking a facilitative approach, modeling positive behaviors, holding others accountable for their behavior and approaching problems as learning opportunities.

Working Conditions

The below stated working conditions are intended to provide a general overview of the environmental conditions inherent in the job setting, as well as the physical, mental, and sensory requirements necessary to perform the essential functions of positions in the noted job title. A more detailed description will be made available at the position (PCN) level.

NOTE: Per HR Policy 6.19, Americans with Disabilities, the City follows the requirements of the Americans with Disabilities Act (ADA) in all hiring and employment decisions. The City shall not discriminate on the basis of disability in its hiring and employment practices. The City shall make reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability upon request unless the accommodation would cause an undue hardship on the operation of the City’s business.

Physical Requirements: Physical refers to the requirement for physical exertion and coordination of limb and body movement.

Medium to heavy work that involves walking, standing, bending, stooping, climbing, lifting, pushing and raising objects, and involves exerting up to 75 pounds of force on a regular and reoccurring basis; may require exerting up to 100 pounds of force on occasions; occasional use of standard office equipment; considerable skill and adeptness in the use of the fingers, hands or limbs in tasks involving close tolerance.

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Mental Requirements: Mental refers to the degree that the job involves cognitive activities, and use of mental processes.
Performs professional level work requiring the application of scientific, veterinary medicine, legal or managerial methods in the solution of veterinary medicine, technical, legal, or administrative problems; applies extensive understanding of operating policies and procedures to solve complex problems or coordinates sub-professional work in these disciplines; requires continuous, close attention for accurate results and frequent exposure to unusual pressures.

Environmental Conditions: Environmental refers to job conditions inherent to the job setting, including those that may lead to injury or health hazards even though precautions have been taken.
May risk exposure to animals/wildlife to include exposure to animal bites, scratches, and diseases; may be exposed to venomous and non-venomous animals, insects, fishes, amphibians, arthropods and other species of organisms; work may be performed outdoors, indoors, in or under water, under all types of weather conditions with exposure bright/dim light, dusts and pollen, extreme heat and/or cold, wet or humid conditions, noise, vibration, fumes, odors, traffic, moving machinery, electrical shock, toxic or caustic chemicals, and height.

Sensory Requirements: Sensory refers to hearing, sight, touch, taste, and smell required by the job.
Normal visual acuity, depth perception, field of vision, color perception, hearing, speaking, sense of smell, and texture perception.