

ANIMAL SERVICES VETERINARIAN

Osceola County, FL





THE COMMUNITY & LOCAL GOVERNMENT

Osceola County is a 1,506 square mile area that serves as the south/central boundary of the Central Florida Region and the Greater Metropolitan Area. The City of Kissimmee, the County Seat, is 18 miles due south of Orlando. Osceola's only other incorporated City, St. Cloud, is 9 miles east of Kissimmee, and approximately 45 miles west of the City of Melbourne on the Atlantic Coast.

An urban and urbanizing area in the northwest quadrant of the County (adjoining to Polk and Orange County) includes most of Osceola County's population. This area includes the incorporated areas of Kissimmee and St. Cloud and several unincorporated communities including, but not limited to, Celebration, Poinciana, Buenaventura Lakes, Narcoossee, Campbell City, Intercession City and the St. Cloud Manor area.

Beyond the northwest quadrant except for a few very small, rural towns, like Holopaw, Kenansville, and Yeehaw Junction in the east portion of the County, ranch lands and undeveloped prairie, woods and marsh dominate the County. This large region includes several privately operated ranch and agricultural lands. Also included are the State of Florida's wildlife management areas and preserves at Bull Creek, Prairie Lakes, and the Three Lakes. As the "headwaters" of the South Florida Water Management district and the Lake Okeechobee/Florida everglades ecosystem, Osceola County is bounded by the Kissimmee River, is crossed by several partially accessible creeks, and is home to the Kissimmee Chain-of-Lakes, that includes some of the State's largest and finest fishing and recreational attractions.

Osceola's economic base is dominated by tourism, serving as a "gateway" to Disney World and other Central Florida attractions. The area's historical investments in ranching and citrus are still very strong, while light industry and service enterprises are growing due to Osceola's transportation advantages and proximity to the Greater Orlando area. To learn more, please visit <http://www.GreaterOsceola.com>.

The County continues to drive forward with NeoCity, a 500-acre high-tech campus of emerging innovation in the heart of Osceola County. NeoCity's master plan is designed to create a smart-city that will bring high technology jobs and diversify our economy. NeoCity is designed to expand Osceola's economy and still respect the fact that the current economy is directly linked to Central Florida's tourism as Walt Disney World retains its status as the region's largest employer. For more information about NeoCity, please visit <https://www.neocityfl.com/>.

Osceola County is a Charter County, and an administrative subdivision of the State of Florida. Voters approved the County Charter in March 1992, and it took effect October 1992. Charter counties have all powers of self-government unless they are inconsistent with the Constitution or State law.

Osceola County government is run by a five-member elected County Commission and operates as a Commission/Manager form of government. The County Commissioners are elected by the voters of Osceola County. The County Commission formally hires a County Manager and County Attorney. The County Manager hires Deputy County Managers and/or Assistant County Managers to assist with the oversight of County Commission departments. Department Directors manage the operations of their assigned department and implement the County Commission's objectives, policies and plans. In addition, there are five independently elected Constitutional Officers - Clerk of the Court, Property Appraiser, Sheriff, Supervisor of Elections, and Tax Collector. Each independent officer has discretion to administer its own programs.

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THE ANIMAL SERVICES DEPARTMENT

The mission of the Osceola County Animal Services Department is, "To create a safe and humane community for pets and people."

The Osceola County Animal Services Department is an "Open Access" shelter with managed intake and the only shelter in Osceola County, serving almost 400,000 residents. They provide medical care, shelter and adoption services for a variety of animals. In addition to the routine care for cats and dogs, they also specialize in livestock, birds, reptiles and other exotic animals. Where as typical county shelters would be very limited in the types of animals accepted, Osceola is primarily a rural county, thus, taking in horses, cattle, sheep, goats, chickens, pigs, iguanas, snakes, and even an occasional small alligator. This makes for a very interesting workplace. While the number of animals cared for last year was their lowest on record at 4,200, previous years have seen as many as 9,600 pass through the center.

The shelter currently has 35 positions and day-to-day operations are overseen by the Director of Animal Services. Employment longevity is valued there with some of the staff having been with the department for up to 30 years. There are great benefits with this county position which may be viewed later in this profile. The shelter facilities are located on 10 acres within the city limits of St. Cloud in a very rural setting. Finding good adoption homes is the primary goal at the shelter, but the animal's healthcare comes first which includes diet, vaccinations, possible surgeries, disease control and a spay/neuter program.

THE OPPORTUNITY

The Animal Services Veterinarian at Osceola County is quite unique in that it provides the opportunity for a DVM to provide care for a large variety of animals not just cats and dogs. The Shelter is held in high regard within the community and supported by more than 100 volunteers currently. This position has three support staff members: one certified veterinary technician, one non-certified veterinary technician, and a lead veterinary technician.

A veterinarian serving in this capacity will have the opportunity to help raise the level of care for animals in the community and will play an integral role on the Animal Services team. Working as a collection of staff and volunteers, Osceola County Animal Services values the knowledge and skills offered by every individual and recognizes that significant change comes more quickly and efficiently when everyone works together. The veterinarian will serve as the medical expert in matters of shelter health, best practices in medical protocols, and animal cruelty investigations. The pet retention program often requires the medical expertise of the veterinarian in helping pet owners make the best decision for their pets.

The center's location is just a few miles south of the Disney World, Epcot, and Animal Kingdom Theme Parks along with Universal Studios. A short drive to the east is the Kennedy Space Center and the beaches of the Atlantic Ocean and a short drive to the west is Tampa/St. Petersburg and the beaches of the Gulf of Mexico, rated as the most beautiful in the world.

THE IDEAL CANDIDATE

Osceola County is seeking a licensed veterinarian with a minimum of one year's experience in the public or private sector. The ideal candidate will be a proactive veterinarian and provide best practices in animal care and welfare for the shelter. They will be professional in their interactions with skilled and responsive staff and volunteers to ensure quality care and oversight of animals requiring medical examination, diagnostics, and treatments. They will be able to develop policies, procedures and processes that benefit the shelter and overall community. They will keep on top of current trends, procedures, and developments in their profession. The successful candidate will be experienced, progressive, strategic and results driven.

Hands-on experience with spay/neuter, disease control, surgery, dietary requirements are necessary. Prior work at or with an "Open Access" center is desirable along with care and treatment of livestock and exotic animals. Vets having experience in "high volume, high quality" spay/neuter work is also a plus as is an understanding of "herd management." The Veterinarian will help train staff on matters of shelter health management and best care practices. There may be opportunities to work within the community on special programs or educational courses that the candidate would be expected to participate in. Any work experience in long range planning for expansion of services, disaster planning (from pandemics to hurricanes) and community programs and presentations are also desirable.

The top areas of focus for the next Animal Services Veterinarian will be:

- Finding good adoptive homes
- Educating and assisting the community
- Advancing animal welfare
- Ensuring public health and safety as it relates to human-animal interactions

The ideal candidate will have a passion for animal welfare, be mission-driven and dedicated to the community it serves. Lastly, the selected candidate will embrace the opportunity to be a part of a dedicated and collaborative team and as well as working with the Shelter's diversity of animals.

Minimum Qualifications

- The selected candidate will be a graduate from an accredited Veterinarian College or University and a licensed Veterinarian (DVM or VMD) in their state of residence. If the successful candidate is licensed out of state, the Director will allow up to six months for Florida testing and licensing to be obtained.
- A minimum of one year's experience actively practicing veterinarian medicine to include spay/neuter surgeries and pre-pubescent sterilizations.
- A "Shelter Medicine Certification" and/or experience working in an animal shelter is preferred.
- A Florida Driver's License is required.

Nationwide candidates are encouraged to apply.

COMPENSATION

The salary for this position is within an established annual range of \$95,929.60 to \$139,110.40 and will be dependent upon the qualifications and experience of the selected candidate. In addition to a \$10,000 sign-on bonus, a comprehensive benefits package is provided which includes: medical insurance, telehealth, dental insurance, vision insurance, Life/AD&D and Disability Insurance, employee assistance program, flexible spending account, voluntary worksite benefits and employee health center.

For a detailed listing of the full benefits, please visit www.alliancerc.com.

HOW TO APPLY

Please apply **on-line immediately** at www.allianceRC.com. For questions, inquiries, or candidate recommendations, please contact:

David McDonald (dmcdonald@alliancerc.com) or Sherrill Uyeda (suyeda@alliancerc.com)

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 <https://www.linkedin.com/company/alliance-resource-consulting>

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