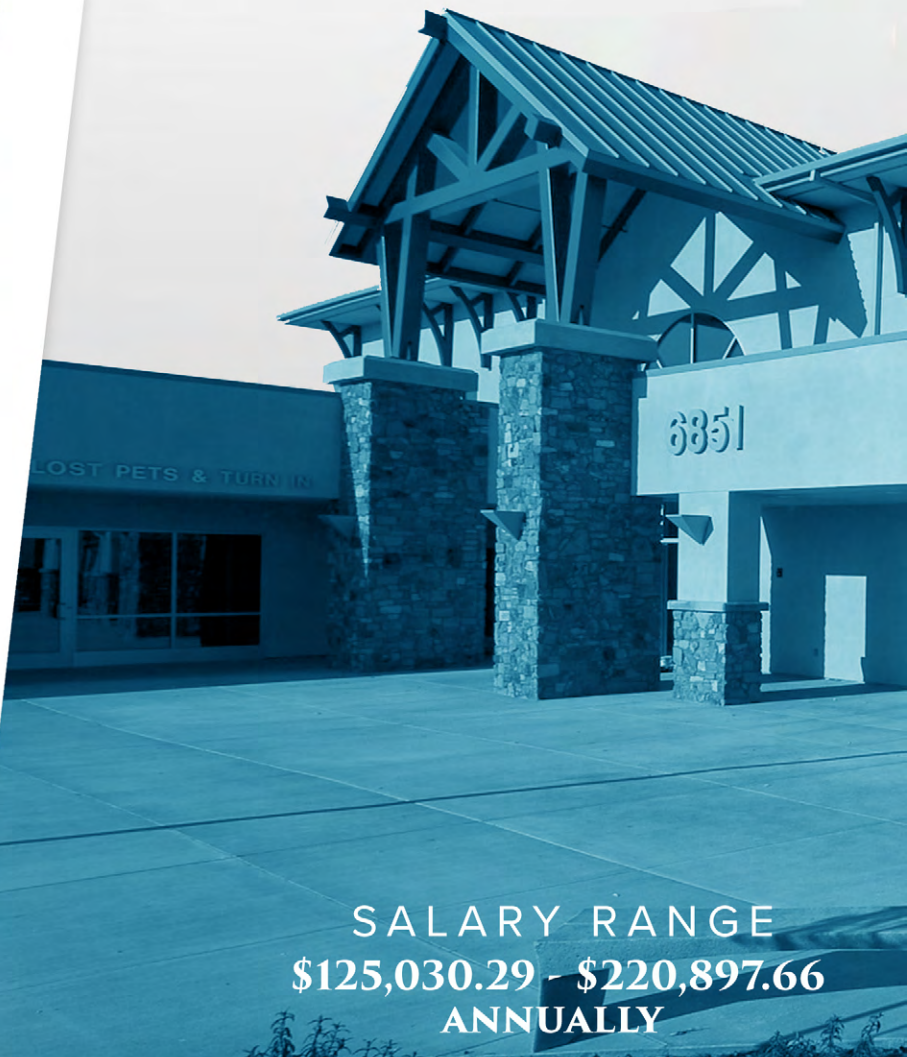




RIVERSIDE COUNTY

**DEPARTMENT OF  
ANIMAL SERVICES**

THE DEPARTMENT OF ANIMAL SERVICES  
INVITES YOUR INTEREST  
IN THE POSITION OF  
**CHIEF VETERINARIAN**



SALARY RANGE  
**\$125,030.29 - \$220,897.66**  
ANNUALLY

# THE POSITION



Riverside County is seeking a dedicated Chief Veterinarian to join the Department of Animal Services (DAS). This pivotal role involves overseeing a team of over fifty professionals in the Veterinary Services Division, which delivers crucial services such as spay and neuter surgeries, shelter medicine, and public pet wellness programs. Additionally, the Veterinary Services Division plays a vital role in public health by managing animal bite reporting, prevention, and disease surveillance.

The Chief Veterinarian is responsible for ensuring the comprehensive health and well-being of shelter animals in County facilities through the effective oversight of subordinate staff. This includes managing all surgery programs and providing medical supervision for the County's animal foster care program. As a key member of the department's management team, the Chief Veterinarian provides expert witness testimony in cruelty case legal proceedings and represents the County to government agencies and the public. The Chief Veterinarian is also responsible for responding to inter-agency emergencies, such as natural disasters.

Additionally, the Chief Veterinarian is tasked with maintaining the DAS Premise Permit and DEA Licenses.

If you possess strong leadership, excellent communication skills, and a compassionate approach to animal welfare, we encourage you to join this dedicated team and make a meaningful impact in the community. Apply now to lead efforts in ensuring the health and well-being of our shelter animals and contribute to public health initiatives.

A competitive candidate for the Chief Veterinarian position must excel in leadership, communication, and decision-making. They should be able to inspire and guide a large team, fostering a collaborative and high-performing work environment. Excellent verbal and written communication skills are essential for interacting with staff, government agencies, the public, and providing expert witness testimony. Strong decision-making abilities are crucial for handling complex situations, including medical emergencies, public health issues, and inter-agency collaborations during crises.

Additionally, the ideal candidate should possess empathy, problem-solving skills, and organizational abilities. They need a compassionate approach to animal welfare, understanding the concerns of pet owners, staff, and the community. Proficiency in identifying problems and developing innovative solutions is vital in this fast-paced environment. The role also requires flexibility to adapt to changing circumstances, conflict resolution skills to handle sensitive situations diplomatically, and effective public speaking skills to represent not just DAS but also the County. A collaborative mindset is essential for working with other departments, agencies, and community partners to achieve common goals.

## CHARACTERISTICS OF THE IDEAL CANDIDATE:

- » Excels in leadership, communication, and decision-making
- » Inspires and guides a large team, fostering a collaborative and high-performing work environment
- » Possesses excellent verbal and written communication skills for interacting with staff, government agencies, the public, and providing expert witness testimony
- » Demonstrates strong decision-making abilities for handling complex situations, including medical emergencies, public health issues, and inter-agency collaborations during crises
- » Shows empathy and a compassionate approach to animal welfare, understanding the concerns of pet owners, staff, and the community
- » Exhibits proficiency in identifying problems and developing innovative solutions in a fast-paced environment
- » Flexible and adaptable to changing circumstances
- » Has conflict resolution skills to handle sensitive situations diplomatically
- » Possesses effective public speaking skills to represent the DAS and the County
- » Maintains a collaborative mindset for working with other departments, agencies, and community partners to achieve common goals



# THE CHIEF VETERINARIAN WILL:

- » Manage, coordinate, supervise, and maintain veterinary medical facilities and services at all shelters; consult with the DAS Director in developing, implementing and evaluating County veterinary programs; create animal welfare, disease control and prevention training materials for DAS, and lead training exercises at all County facilities.
- » Perform and/or oversee physical and postmortem examinations on a variety of animals to make diagnoses or pathological findings, and to determine and evaluate community health conditions; instruct, train and advise both staff and the public in the proper and humane care and treatment of pets and other animals.
- » Administer and/or oversee anesthesia and/or other medication as needed; provide surgical and medical care for a variety of sick and injured animals; oversee the administration of immunizations on animals for purposes of disease control; coordinate with the State Veterinary Diagnostic Lab and others for evaluation and recognition of possible biological threats.
- » Supervise subordinates to ensure clinic and mobile unit work is effectively organized and operationally efficient; assign and review work of subordinate staff; respond to inquiries from the public and department employees relative to medical activities.
- » Interpret for other departments, governmental agencies, public or private organizations and interested individuals the state and local laws, rules and regulations related to animal health and disease; oversee proper records management pertaining to medical activities.
- » Respond to cruelty cases and instruct in the proper care and treatment of animals; represent the County as an expert witness during cruelty case legal proceedings.
- » Serve in an official capacity as Director of Shelter Medicine and County Veterinarian; tactfully and diplomatically deal with sensitive political and community concerns under stressful circumstances; prepare and monitor the Veterinary Services Division budget; attend local, state and federal conferences as the County Veterinarian, taking the lead to ensure adherence to animal services policy; perform legislative analysis for possible implementation; prepare reports and compose correspondence.
- » Oversee protocols pertaining to controlled substances, logs and medical records; develop new medical protocols and continue to evaluate and improve existing protocols.
- » Perform surgeries; provide shelter animals with physical exams, vaccinations, treatment and diagnosis, and temporary relief for Veterinary Surgeons, as required.



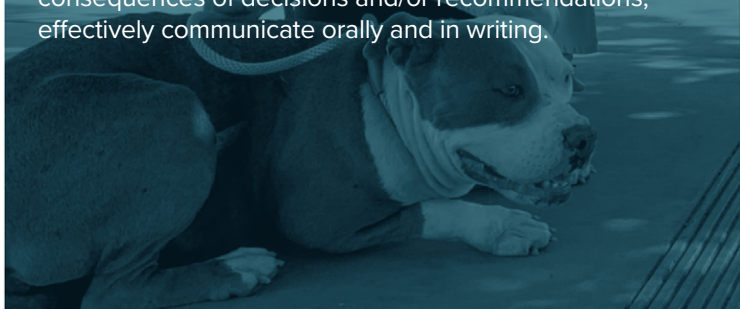
## MINIMUM QUALIFICATIONS

**EDUCATION:** Possession of a Doctor of Veterinary Medicine degree from an accredited U.S. college or university of veterinary medicine at the time of appointment is required.

**EXPERIENCE:** A minimum of three years of performing veterinary medicine, which must have included shelter medicine, supervision of shelter staff and veterinary program responsibility.

**KNOWLEDGE OF:** Principles and practices of current veterinary medicine; animal diseases and their prevention, control and eradication; current veterinary practices and techniques relating to the treatment of injured animals; County, state and federal animal health laws and regulations; animal regulation procedures and problems; County customer service objectives and strategies.

**ABILITY TO:** Administer, oversee and coordinate Countywide animal medical and regulatory programs; provide surgical and medical services and care for a variety of well, sick and injured animals, including a high volume of spay and neutering operations; analyze critical medical and administrative situations and take effective action; provide state-of-the art, high quality animal medical services in the most efficient manner; evaluate program quality, cost and overall effectiveness to recommend and implement changes and improvements; hire, train, supervise, and evaluate subordinate veterinarians and technical personnel; use team-building skills to ensure that Veterinary Services staff maintains high morale and works well with other public and private organizations; establish effective working relationships with management, employees, employee representatives, and the public representing diverse cultures and backgrounds; treat County employees, representatives of outside agencies and members of the public with courtesy and respect in stressful and sensitive situations; assess the customer's immediate needs and ensure customer's receipt of needed services through personal service or referral; exercise appropriate judgment in answering questions and releasing information; analyze and project consequences of decisions and/or recommendations; effectively communicate orally and in writing.



# COMPENSATION & BENEFITS

The annual salary for the Chief Veterinarian is **\$125,030.29 - \$220,897.66**. Placement within the salary range will be based on the selected candidate's experience and qualifications. In addition to a competitive salary, the County offers an excellent benefits package that includes:

- **PERFORMANCE RECOGNITION PLAN:** This position has been deemed eligible for the County's Performance Recognition Plan which connects individual achievement to organizational goals and provides incentives for performance
- **RETIREMENT:** The County offers CalPERS Retirement.
  - **Tier I (Classic Member – Formula 3% @ 60):** Applicable to current and former County of Riverside local miscellaneous employees hired prior to 08/24/2012 and did not withdraw CalPERS contributions. The employee contribution is eight (8%) percent.
  - **Tier II (Classic Member – Formula 2% @ 60):** Applicable to local miscellaneous employees 1) hired after 08/23/2012 through 12/31/2012; 2) Previously employed with another CalPERS contracting public agency or a reciprocal retirement system, with a break in service of less than six months between the separation date with the previous employer and the appointment date with the County of Riverside. The employee contribution is seven (7%) percent. On July 1, 2024, the employee contribution rate will be 7.75%.
  - **Tier III (PEPRA New Member - Formula 2% @ 62):** Applicable to CalPERS local miscellaneous new members hired on or after the implementation of the Public Employees' Pension Reform Act of 2013 (PEPRA) which took effect January 1, 2013. As of July 1, 2020, the employee contribution is 7.25% and subject to change annually.
    - A new member is defined in PEPRA as any of the following: A new hire who enters CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California Public Retirement System. A new hire who enters CalPERS membership for the first time on or after January 1, 2013, and who was a member with another California Public Retirement System prior to that date, but who is not subject to reciprocity upon rejoining CalPERS. A member who first established CalPERS membership prior to January 1, 2013, and who is rehired by a different CalPERS agency after a break in service of greater than six months. CalPERS refers to all members that do not fit within the definition of a new member as "classic members". Contribution rates are subject to change based on the annual County of Riverside actuarial valuation.
    - **Note:** Reciprocity may exist with other public retirement systems in California, please see the CalPERS website for additional information: <https://www.calpers.ca.gov/docs/forms-publications/change-retirement-systems.pdf>
- **MEDICAL/DENTAL INSURANCE:** A flex benefit credit up to \$823 monthly is provided toward the cost of medical and dental benefits. Additionally, a subsidy is provided for medical coverage when electing coverage for one or more dependents. Employees electing two-party or family coverage receive a premium subsidy of \$688 providing a total contribution of \$1,511/per month towards medical benefit costs.
- **VISION SERVICE PLAN:** Provided at no cost to employee or eligible dependents.
- **POST-RETIREMENT MEDICAL CONTRIBUTION:** \$256 per month is available for retirees' health insurance through the County.
- **DEFERRED COMPENSATION:** Two voluntary deferred compensation 457(b) plans are available.
- **SUPPLEMENTAL RETIREMENT:** County contribution of \$50 per pay period towards a 401(a) plan.
- **ANNUAL LEAVE:** Biweekly Annual Leave Accrual earnings of 1 - 3 years = 8.92 hours; 4 - 9 years = 10.46 hours; 10 or more years = 12 hours.
- **HOLIDAYS:** 12 paid holidays per year.
- **BEREAVEMENT LEAVE:** Five days (three days are County paid, with two additional days that may be taken using accrued leave balances).
- **LONG-TERM DISABILITY:** Benefit pays 66.67% of earnings to a maximum of \$10,000 per month; 30-day waiting period; pays to age 65. The benefit can be coordinated with other available leave balances to provide up to 100% of pay.
- **LIFE INSURANCE:** \$50,000 term life coverage is paid by the County. Additional Supplemental Life Insurance is available for purchase.
- Additional information can be found on the County's Human Resources website page: [www.rc-hr.com](http://www.rc-hr.com), [The County Benefit Flip-Book](#), or [The 2024 Open Enrollment Guide](#).

# THE COUNTY

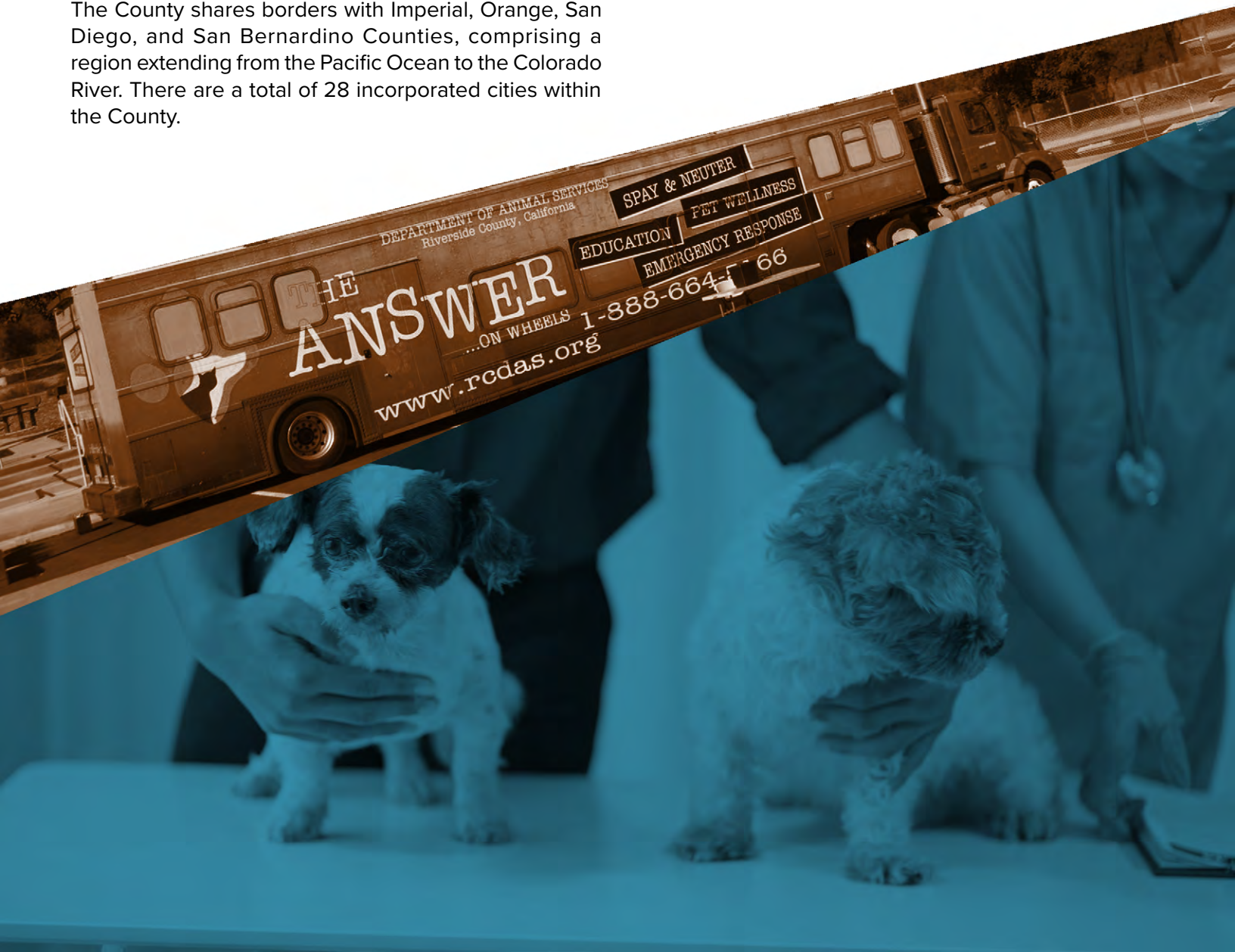
Whether it is a stroll through the quaint boutiques of historic downtown Riverside, an afternoon in Temecula's wine country, or a round of golf on a world-class course in Palm Springs, Riverside County has something for everyone. Even the weather is wonderful, with rainy days few and far between. Riverside County is a great place to live, work, and play.

With more than 2.43 million residents, Riverside is the tenth most populous county in the U.S. and the fourth most populous county in California. The County stretches nearly 200 miles across, comprising over 7,200 square miles of fertile river valleys, low deserts, mountains, foothills, and rolling plains. Riverside County covers an expansive, varied geography that encompasses many diverse and rapidly growing communities with a wide range of public service needs.

The County shares borders with Imperial, Orange, San Diego, and San Bernardino Counties, comprising a region extending from the Pacific Ocean to the Colorado River. There are a total of 28 incorporated cities within the County.

Riverside County is conveniently located within a short drive to Southern California's many cultural events, theme parks, and tourist attractions, which make it an excellent alternative to the more costly and congested neighboring counties. The County's housing market continues to be among the most affordable in Southern California.

Additionally, higher education facilities are abound throughout the area, providing continuous educational opportunities for professional development.



# THE COUNTY GOVERNMENT

County of Riverside government recognizes the value of a qualified and diverse workforce, making it a priority to build an organization that reflects the vibrant community it serves.

The County's leadership consists of five members of the Board of Supervisors who serve as both the legislative and executive branches of the County government. They are elected by district, on a nonpartisan basis, to four-year staggered terms. There are no term limits. The Board Appointed County Executive Officer oversees the day-to-day activities of the County's agencies and departments.

The County's core business includes law enforcement, prosecution, probation, parks, community development, public works, public health, public social services, the County hospital, fire, housing, and employment and administrative services. County of Riverside has more than 25,458 employees across over 40 departments and agencies. To learn more about the County of Riverside, go to: <https://rivco.org>.



# THE DEPARTMENT OF ANIMAL SERVICES

**Mission:** Working together to improve Riverside County for people and animals.

With a vision for promoting an environment of responsible pet ownership through progressive animal welfare initiatives, community outreach, and humane education in a culture of compassion, creativity, and integrity, the Department of Animal Services (DAS) is comprised of the Animal Shelters, Veterinary Services, and Public Safety and Enforcement Services. These operational groups together service up to twenty-four different contracted cities and the unincorporated areas of Riverside County. The dedicated members of DAS strive to meet the highest standards of performance and compassion on behalf of the animals and people they serve.

Animal Shelters provide a safe haven for animals, and function as the center of the community's animal care and control programs. Animals sheltered at the facilities include dogs, cats, horses, livestock, rabbits, and "pocket pets" including guinea pigs, hamsters, and reptiles. In addition to caring for the animals, DAS shelters provide educational programs, spay and neuter, adoption, licensing, and euthanasia services.

Public Safety and Enforcement Services picks up and impounds dogs and other animals running at large, educates the community, and cultivates public support and compliance with state and local animal laws. Animal Control Officers cover 7,000 square miles.

Veterinary Services includes spay and neuter surgery, shelter medicine, and public pet wellness services and plays an integral role in public health through rabies control (e.g., animal bite reporting and prevention), zoonotic disease surveillance activities; and reporting suspected disease outbreaks in impounded poultry and livestock.



# APPLICATION PROCEDURE

The position will remain posted until filled. The initial review of applications will occur on September 8, 2024.

To be considered, please electronically submit your application, including resume via [Government Jobs](#) or [clicking here](#).

Resumes should reflect related work experience as well as details of years and months of positions held.

For questions regarding this recruitment, please contact:  
Alyssa Wallace at (951) 955-6968 or [Awallace@rivco.org](mailto:Awallace@rivco.org).

Applications will be screened based on criteria outlined in this brochure. Candidates with the most relevant qualifications will be invited to participate in a formal interview process. Extensive reference and background checks will be completed on the selected candidate.

