

## **Veterinary Technician: In the beautiful mountain community of Murphy, NC**

### **COMPENSATION:**

Even before the job description or anything else, we wanted to talk about your compensation, should you decide to apply. Vet Techs, like teachers and firefighters, etc...should be paid a lot more for what they do. It is important, meaningful, and hard work that is physical, mental, and emotional. Working late, on weekends, on holidays ... sometimes working eleven out of fourteen days, in other words only three days off in two weeks. So, when do you have time to have a life outside of work let alone to rest and recharge? Our compensation package for you provides not only a competitive hourly rate but provides what we think is one of the most comprehensive packages in the industry with a focus on REAL life balance and generous amounts of time off!

### **What's included in your comprehensive compensation package:**

1. **4-day work week** (Tuesday-Friday)
2. **Weekends & Mondays off plus: No late nights, No On-Call, No Holidays, No after hour emergencies.**  
Time off, time to rest = better medicine
3. **PTO (Paid Time Off)**
4. **Scrub allowance**
5. **Mentoring / Training / Leadership and advancement opportunities**
6. **Teaching Opportunities**
7. Generous product and service **discounts for your animals**
8. **FREE SODAS** and drinks (tell us what you like, we get it)
9. **FREE SNACKS** (again tell us what you like, and we get it)
10. **Pizza Friday:** We order pizza for the office each Friday
11. **Relocation Assistance** (For DVMs and Certified Techs)
12. **We Find A Way: We will never let an animal suffer in pain due to owners not being able to afford pain medication. We will find a way to help that animal.** Why is this a benefit to you as part of our team? Simple. You got into this profession to help...to stop the suffering, and for you to go home knowing an animal is in pain because of the lack of money that will eat at you. It is just not going to happen at our practice. **We don't believe in that.**
13. **Tuition Assistance:** This is on a case-by-case basis but sure we are open to that discussion and have done it in the past for our great employees.
14. **Extra hours opportunities** (when available and only if you want them)
15. **We overstaffed every day.** Why is this important to you?...you might ask: Well, how can you teach or learn when every day you show up and you're understaffed? Plus, one person calls out and now you are left doing the work of two or three people! All this does is leads to frustration, exhaustion, and a greater chance for mistakes to be made which is bad medicine. We overstaff our Assistants and Techs by 1-2 each day so you are covered to teach, learn, and be able to get things done the right way.
16. **Most Importantly: We hire for Attitude First, not skills.** We can teach skills. But why this is important to you as a team member is because you know those you work with will help you and have a positive attitude about you and the work. They will work with you as a team. They will teach you and you will teach them. They are not complainers. They show up for work and they show up on time. They treat each other with respect. They will welcome you...because simply put, that is the kind of people we hire and that is the environment all of us want to work in.
17. **Paid Holidays**

## 18. CE expenses for Certified Techs

19. We give our Lead Tech a **SIGNIFICANT budget to give bonuses/gift cards on the spot when someone goes above and beyond**, or one of the techs does their first jugular stick, or when you make her life easier.... or if you do a great job teaching someone else, or....etc...

20. **\$11-\$16 / hour** (depending on experience) and [cost of living is LOW](#) here.

### **Minimum Qualifications to be considered for this job:**

- **Two years' experience being a Vet Tech ...OR**
- **Licensed Veterinary Technician or soon to be (in your last semester)**

### **Job Description**

[Tri-State Veterinary Clinic](#) & [Tri-State Spay/Neuter Clinic](#) is expanding and growing. We are an affordable fast-growing veterinary clinic in the mountains of western NC, in a small town called [Murphy NC](#). It is just over the Georgia and Tennessee borders. Our community offers a great quality of life but also a low cost of living. The clinic is managed by techs who not only run the business, but also are practicing techs so we understand things like burn out, compassion fatigue, and even depression. The importance of time away from work to rest and recharge is, in our humble opinion, critical to the happiness to those who work for us. Therefore, we choose to do things differently.

Our practice does a lot of Spay & Neuters each day, but we also do other soft tissues surgeries, dentals, and appointments. Plus, in addition to helping the public with their pets we partner with most all the Humane Societies and Animal Rescues in our area to give them high quality animal care at affordable prices. We even have our own TNR program.

We help when others can't or won't. We are a teaching clinic. As stated, we partner with many Humane Societies and rescues, but we are close partners with [Logan's Run Rescue](#), a 501c3 charity and animal rescue that was started by two of our managers (and a few others) to help the animals of our community. It was this charity and its success that was the driving force behind opening our own veterinary clinic. Logan's Run Rescue is made up of between 50-75 volunteers who work at an extremely popular Thrift Store and Used Furniture and Appliance Warehouse with all the proceeds going to support helping animals in our community and supporting our clinic's efforts.

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## **Application Questions**

- How many years of Vet Tech experience do you have?
- Do you have the following license or certification: LVT? If yes, what school did you graduate from?
- Do you speak English?
- Are you authorized to work in the following country: United States?
- Are you willing to undergo a background check, in accordance with local law/regulations?
- How is your previous experience relevant to this role?
- Why are you interested in THIS job?
  
- Out of the 20 things included in the comprehensive compensation package, what are your top five?