

Spay/Neuter (HQHVSN) ...AND/OR ...Wellness/Appointment Veterinarian
(4-day work week, weekends off)

NAME: Tri-State Veterinary Clinic & Tri-State Spay/Neuter Clinic (small animal private practice)

LOCATION: Western NC mountains, over the GA and TN boarder in a small town called [Murphy, NC](#).

WHAT WE DO: Our business focuses primarily on two areas below. If your preference is one or the other or ANY combination of the two, we would be a good match for you.

1. Spay/neuters (& other soft tissue surgeries) for the public as well as Humane Societies and Rescues in our area. (ASPCA anesthesia protocols)
2. Affordable medical/wellness care (appointments)

SCHEDULE: We work only 4 days a week Tuesday-Friday, with WEEKENDS & MONDAYS OFF.

- No late nights
- No on-call
- No after hour emergencies

WHAT WE BELIEVE:

- **Enough Time Away From Work:** Enough time each week to recharge, rest, heal is really important. So important we are only open 4-days a week. Simply put: Enough time off = Life Balance and Better Medicine
- **Teaching/Learning:** We are a teaching clinic. We all believe in helping each other get better and to grow so much so, 50% of staff bonuses are based on how well they teach. And we all love to learn.
- **Attitude:** We hire for attitude and train for skill. We know that liking the people you work with, liking the environment that you work in all comes down to hiring those with good attitudes and that includes quickly getting rid of those that don't have good attitudes.
- **Fire abusive clients:** If a client is abusive to the staff, they are fired period. We have plenty of business and we all work too hard to have that kind of negativity in our lives.
- **Overstaffing:** Yep, we overstaff every day by often two techs/assistants. Why? It is an investment in the future. The senior staff need both the time and energy to teach other and when someone calls out, the animals are still getting a very high quality of care because we have more people than we need EVERY day.
- There is more.....

YOUR COMPENSATION: Of course, our salary offer needs to be extremely competitive and we need to offer certain benefits. However, we realize people are different and value different things. We create a compensation package for you. Yes, we offer some standard benefits like RELOCATION assistance, paid time off, holidays off/extended holiday time off, continuing education reimbursement, licensing fees (including DEA), excellent owned pets discounts on products and services, scrub allowance, and a few other notable benefits but with each new DVM we create a comprehensive offer of what you want the most. Now we cannot give everyone everything, for example we do not offer health/medical insurance like the big corporate offices; we wish we could but no viable option in our area. However, we are motivated to give you a comprehensive compensation package built just for you.

LOAN FORGIVENESS: Our clinic is a proud partner/founder of [Logan's Run Rescue](#) - a 501c3 charity and animal rescue which may qualify you for PSLF loan forgiveness program for DVMs.

HOW TO APPLY: Please email resume to Mark@TriStateSpayNeuterClinic.com. To learn more visit us at TriStateSpayNeuterClinic.com.

Below are the standard employee benefits. Of course, DVMs get more/different/most of these benefits as well, but it is important for you as a DVM to know...we take care of those that support and take care of you. It is important that the staff is happy and well rested because if they are, they will support you better.

20 Standard Employee Benefits

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 overstaff every day.** Why this is 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. Extended time off around Christmas/New Years

19. CE & Licensing expenses for DVMs & Certified Techs

20. We give our Lead Tech and Front Office Manager **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...