

Experienced Vet Tech COMPENSATION PACKAGE (**Designed by techs for techs**)

To apply for this position, you need a minimum of TWO years of experience being a Vet Tech ...OR you are a Licensed Veterinary Technician (LVT/RVT) or soon to be (in your last semester)

- Pay: \$11-\$16/hour depending on level of experience and certifications with the ability to grow, take on more responsibilities, get promoted, and **make more money** in the future.

However, money is not enough. The work environment needs to be supportive, collaborative, and fun with focus on learning, teaching, and being positive. Without that we believe the money means extraordinarily little because you will not be happy working in a potentially toxic work environment all too many techs have experienced in their careers. So here is what the leaders actively do to promote a positive work environment each day:

- We overstaff every day. Why is this important to you as an experienced tech? 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 minimizing burnout.
- 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.
- 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...

Job Description & Working Environment

Tri-State Veterinary Clinic & Tri-State Spay/Neuter Clinic is expanding and growing. Our practice does a lot of Spay & Neuters each day, but we also do other soft tissues surgeries, dentals, and appointments. You will be supporting each of these things functions as well as teaching those in our Vet Assistant & Vet Tech Training program as well as learning from the other techs and the DVMs. We don't expect you to know everything. It's ok if you don't know something, we will teach you. All we ask from you is that you have a positive attitude, be willing to learn, and be willing to teach others.

The clinic is managed by two 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. 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/techs (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.

Special Directions to apply to this position:

Email resume to Mark at Mark@TriStateSpayNeuterClinic.com and include answers to the following questions:

1. How many years of Vet Tech experience do you have?
2. Do you have the following license or certification: LVT/RVT? If yes, what school did you graduate from?
3. Are you authorized to work in the following country: United States?
4. Are you willing to undergo a background check, and drug test in accordance with local law/regulations?
5. How is your previous experience relevant to this role?
6. Why are you interested in THIS job? Out of the 20 benefits listed on our website employment page, what are your top five?