

Tri-State Veterinary Clinic & Tri-State Spay/Neuter Clinic
Veterinary Assistant & Veterinary Technician TRAINING PROGRAM
(How to Apply is at the end of this information)

This program trains participants to become a Veterinary Assistant and/or Veterinary Technician. It takes those with some or no experience and instead of them taking and paying for classes or trying to get hired with little to no experience, we provide On the Job Training (OJT). This is a full-time position, and it is only for people who are committed to learning and willing to work hard, show up every day on time, and complete appropriate homework assignments. Let's be clear, this is like going to school and having a full-time job.

The first 90 day's pay rate is between \$9/hour. We understand this is entry level pay but the time we will dedicate to teaching and training you will be substantial. Many look at this is a great value or opportunity because you are essentially going to school, being trained by experienced people in the field, and getting paid. Those chosen will be part of our team and will be responsible for helping wherever needed. You must be very motivated and willing to learn while keep a great attitude every day. We will expect an extremely high level of commitment from you but in return, we will teach you great skills that can lead you to a career as a Vet Assistant or Vet Tech. Anyone chosen for this program will be required to go through a background check and drug testing. To see if you have all the requirements for this position, please read the Job Description etc...below. Only apply if you meet ALL of the qualifications and requirements.

Job Description, Qualifications & Requirements

Preface: Successful candidates from the past, for this position, have all had these common traits below:

- They consistently show up early and they stay late.
- They always come to work and they are never late.
- They have dependable transportation, and a back-up plan, on how they get to work if they have car problems.
- They have a great attitude and willingness to learn.
- They don't want or create drama in the workplace, and they find a way to get along with everyone.
- They are good listeners, take direction well, and always stay busy.
- They are always respectful of one another and willing to help one another.
- They never talk poorly about a team member to another team member.
- They are always willing to do whatever the team needs.
- They never say or even think "that is not my job".
- They leave their ego at the door and ask questions and for help.
- When their tasks are complete, instead of standing around and talking, they go help others with their tasks without being asked. They love to stay super busy.
- May want to grow and have a Career as a Veterinary Technician
- Willing to learn.

JOB SUMMARY

- Cleaning is a major part of your job. You will essentially be responsible for the cleanliness of the entire clinic including the deep cleaning necessary for surgery each day.
- Responsible for maintaining proper disease control protocols, including cleaning of facility, preparation of surgical packs, laundry, and general maintenance of facility. This position is scheduled for 4 days/week, usually Tuesday through Friday. Your weekly schedule may fluctuate depending on workload. For example, one day a shift may start at 7 am and end at 6 or may start at 10am and end at 8pm. There may be opportunities to come in on day(s) when we are not open to the public to catch up on work, to clean, etc....
- Assist Vet Techs with postoperative medical care and monitoring as well as holding, pulling up vaccinations, and performing / learning etc. **WORKING RELATIONSHIPS** Works closely with Veterinary Technicians, Veterinary Assistants, and other staff along with public **ESSENTIAL JOB FUNCTIONS** 1. Perform daily cleaning of kennels, cages and public areas, following proper disease control protocol to ensure a sterile environment 2. Keep Clinic Lead Veterinary Technician informed of animal behavior, health or concerns 3. Stock all kennel/cleaning supplies as needed 4. Stock areas and spot-clean kennels and public areas throughout the day 5. Clean surgical laundry, clean and sonicate surgical instruments and prepare surgical packs as needed 6. Clean, fold, and stock kennel laundry throughout the clinic 7. Coordinate, track, organize and trap feral cats outdoors 8. Other duties as assigned

EDUCATION, EXPERIENCE, KNOWLEDGE, SKILLS, ABILITIES 1. Must speak fluent English 2. Client Education

- Must be able to learn basic veterinary medical concepts, including but not limited to vaccine protocols and anesthetic risks
- Must also be able to communicate basic veterinary concepts to owners and be able to repeat information relayed by a veterinarian
- Will be asked to communicate with the public on a daily basis in a professional manner 3. **Physical Requirements**
- Must be able to work standing or sitting for 8 or more hours
- Must be able to lift and carry up to 50 pounds repeatedly throughout the day with help
- Must be able to bend and kneel repeatedly
- Must be able to see fine detail in a variety of situations
- Must have good hearing including ability to distinguish changes in pitch
- Must have reasonable degree of agility to move through tightly cramped areas in various situations • Must have acceptable sense of touch and smell
- Must have good range of motion in joints especially wrist, knees, elbows
- Must have good range of motion in your back for twisting etc.
- Must be able to work in potentially extreme environmental temperatures
- Must have acceptable sense of balance
- Must be able to work and reach on hands and knees
- Must be able to use a ladder and/or step stool
- Must possess excellent hand-eye coordination

- Must possess an acceptable degree of dexterity in hands and fingers
- Must have good vision, including peripheral vision, fine detail, distance, depth perception, and ability to focus

❖ Emotional/Mental Requirements

- Must be able to work under stressful conditions and work efficiently and effectively under those conditions
- Must be able to cope with death either due to surgical complication or euthanasia • Ability to rapidly and accurately process information
- Ability to delegate tasks
- Ability to recognize a need for assistance and ask for help
- Ability to work independently and as part of team
- Ability to make decisions • Ability to cope with frustrating situations and remain calm

❖ Potential and Prolonged Exposures

- Prolonged exposure to various aqueous solutions, including but not limited to, dish soap, chlorhexidine, and spectra soap
- Prolonged exposure to isopropanol, hydrogen peroxide
- Potential exposure to formalin solution
- Potential/prolonged exposure to isoflurane gas
- Prolonged exposure to quaternary ammonium cleaners and bleach
- Prolonged exposure to pressurized steam
- Potential exposure to sharps including needles and surgical blades

PREFERRED Candidate should be highly motivated, enthusiastic self-starter, with a professional attitude and willingness to learn. The ideal candidate:

- Needs to thrive in this kind of very busy environment.
- Needs to be able to change and adapt as things happen
- Loves to stay very busy
- Loves a challenge
- Gets things done quickly and when done asks others how they can help them
- That accepts task with enthusiasm and a positive attitude
- Finds ways and takes on tasks of the office manager and senior staff
- Needs to have a GREAT “can do” attitude every day
- Needs to be very dependable and have dependable transportation

- Willing to help others with their job responsibilities

You will be working with those that have a great passion and love for helping animals. You will not find a more dedicated group of people what have a stronger internal motivation to help animals and to make a significant difference. Our team has fun....and we like each other. We are dedicated to not only serving the public and helping people's pets but also helping those organizations like Logan's Run Rescue, Humane Societies, Shelters, other animal rescues to help all those animals that need help. Your work will make a difference in the lives of the animals in our community.

WORK ENVIRONMENT

The offices and operations of a high volume spay/neuter clinic can be high stress and very busy at times. Candidate must be flexible with schedule changes and short notice requests and have a clean driving record. Candidate must also be willing to take an initial drug test, as well as random drug tests, and have a background check performed.

STARTING PAY

· \$9.00 per hour for the first 90 days (probationary period)...with a \$1/hour pay raise after that. Also, there is the possibility of advancement and/or bonuses for motivated individuals who exceed expectations. Remember experienced Vet Techs make \$11-\$16/hour and sometimes more if they are leads or if they are taking on other responsibilities.

HOW TO APPLY: Send your resume and a few sentences as to why you are interested in this position to MarkLyden2013@gmail.com. In the subject line put: "I AM READY FOR THE CHALLENGE"