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Associate Veterinarian

JOB CODE	JOB FAMILY	PROFILE
JCM520	**Animal Care Services**	**Associate Veterinarian**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Salary	**$89,128.00 - $140,733.00**	**August 15, 2026**

The Associate Veterinarian provides humane medical care, emergency treatment, HQHV spay/neuter, and other surgical procedures to shelter and public animals. Completes daily rounds, develops and implements animal health treatment programs, prescribs medication, monitors drug administration by trained staff, performs anesthesia and surgical procedures, and follows operational medical protocols based on best practices in shelter management and herd maintenance. Mentors lower-level veterinary staff and oversees Veterinary Operations and staff in the absence of the Medical Director. Additional duties may include assisting the Medical Director with employee hire selection, training oversight, performance assessment, coaching, and disciplinary actions.

Job Description

DUTIES AND RESPONSIBILITIES

- Provides day-to-day medical care for all shelter animals at Bernalillo County Animal Care and Resource Center, including but not limited to:
- Conducts daily rounds to assess the shelter population.
- Works closely with Animal Care Technicians and other staff to meet the needs of shelter animals.
- Diagnoses and treat medical conditions, illnesses, and injuries; monitors the health of facility animals and determines appropriate medical care, vaccine schedules, surgery readiness, and recommendations for euthanasia.

- Prescribes and administer medication to animals, ensuring proper drug administration by trained staff. Manages the inventory of controlled substances, ensuring drugs are maintained, logged, secured, and disposed of in compliance with federal, state, and county laws.
- Develops and implement individualized treatment programs based on the specific needs of each animal.
- Provides nutritional consultation through physical examinations, lab testing, and evaluation of diet. Monitors animal health and nutrition daily and consult with management on animal husbandry and care practices.
- Maintains accurate medical records for each animal and the shelter population, ensuring all progress is documented.
- Evaluates, treats, and supervises the care of neonatal animals requiring human intervention, coordinating with the Foster Coordinator to arrange foster care when needed.
- Implements treatment plans, following disease control measures, vaccination protocols, nutrition protocols, parasite control, preventative medicine, emergency procedures, and disaster response protocols.
- Responds to disaster emergencies as needed.
- Performs high-quality, high-volume shelter spay/neuter surgeries (including pediatric cases), managing anesthesia and post-operative care.
- Conducts pre-surgical examinations on animals.
- Administers anesthesia using various agents and techniques for diagnostic and surgical procedures. Performs immobilization or tranquilization for aggressive or dangerous animals.
- Leads ongoing training programs for humane animal care, zoonotic disease identification, behavior, breed identification, first aid, and safety. Recommends and implements policies and procedures related to animal care, behavior, medical treatment, and enrichment.
- Represents BCACS at scheduled animal health fairs and vaccine clinics, both on-site and at off-site locations.
- Serves as a liaison for medical-related public relations, presenting training on animal care and health topics to the public or other Animal Care Services personnel.
- Assists the Animal Care Enforcement section in complex investigations involving neglect and cruelty, preparing reports and testifying in court as an expert witness.
- Performs or assists with humane euthanasia procedures, ensuring the safe and humane handling of animals during the process.
- Promotes safety and adhere to OSHA requirements in the workplace, coordinating with Risk Management to ensure compliance with safety standards and best practices.
- In the absence of the Director and Veterinarian, supervises and monitors activities at the BCACS resource center performed by other sections.
- In certain roles, performs euthanasia tasks as required.
- Performs duties of lower-level classifications as needed during emergent situations to ensure adequate coverage and customer service. Works as part of the team to ensure cross-functional support.

- *The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.

MINIMUM QUALIFICATIONS

- Doctor of Veterinary Medicine Degree (DVM or VMD).
- Current license to practice in the State of New Mexico and meet the Licensing requirements under the New Mexico Board of Veterinary Medicine to practice Veterinary Medicine in the State of New Mexico.
- Must have or be able to obtain a Controlled Substance License from the DEA in order to administer and store drugs being utilized within the facility and in the field and maintain license while employed in this position.

*Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

PREFERENCES

- Two (2) years of professional veterinary experience preferred. Previous experience in a shelter environment is a plus.
- Experience in high-quality, high-volume surgical sterilization of dogs and cats, including pediatric surgeries, preferred. Surgical sterilization experience of rabbits and experience in the care and treatment of livestock are a plus.

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination and background investigation.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Possession of a valid New Mexico driver’s license by the date of hire and maintenance of a valid license while employed in this position.
- Complete required supervisor training, if applicable.
- Current licensure to practice veterinary medicine in the State of New Mexico, maintained throughout employment.
- Accreditation (or eligibility for Veterinary Accreditation) to dispense Certificates of Veterinary Inspection for animal transport.

WORKING CONDITIONS

- Duties are primarily performed indoors but may also be performed outdoors when supervising field operations or conducting field investigations. A County vehicle may be used for outdoor duties.
- Indoor duties are performed in a temperature-controlled environment.
- Exposure to natural weather conditions occurs while performing outdoor duties.
- Indoor duties are performed in an office setting with carpeted or tiled floors, or inside a motor vehicle.
- Outdoor duties are performed on surfaces that may be even or uneven, wet, or dry. Stairs may be required for both indoor and outdoor duties. Outdoor duties may be performed on natural ground, asphalt, concrete, snow, ice, or mud.
- Work hazards or potential hazards include the use of vehicles, stairs, exposure to extreme weather conditions, and driving in adverse weather conditions.
- Exposure to animals, including aggressive animals, animal bites, diseases, odors, dander, byproducts, and cleaning chemicals may occur.
- Duties may be performed alone or as part of a select team.
- Exposure to intermittent noise or vibration factors, especially when driving a county vehicle on unsurfaced roads.
- The worker may be required to be on-call as needed, including evenings, weekends, and holidays.

EQUIPMENT, TOOLS, AND MATERIALS

- Equipment used includes a computer, multi-line telephone, two-way radio, fax machine, copy machine, animal handling equipment, cameras or video equipment, sound equipment, tents, and computer printers.
- Operates a variety of veterinary diagnostic, surgical equipment, instruments, and animal care equipment in a humane, safe, and effective manner.
- Handles various forms and paperwork, writing utensils, and other basic office supplies during administrative duties.
- May use equipment such as nets, ropes, leashes, snares, snake tongs, humane traps, halters, tranquilizer guns, ladders, horse trailers, and cameras during duties.
- Operates a county vehicle as needed.

Additional Description

This job profile is classified as safety-sensitive. Employees with safety-sensitive job profiles are subject to pre-employment, reasonable suspicion, post-accident, return-to-duty, and random drug & alcohol testing in accordance with the organization’s Drug and Alcohol Testing Policy.

Duties that require a Commercial Driver’s License (CDL), firearm(s) use, or are otherwise regulated under the Federal Aviation Administration (FAA), Federal Motor Carrier Safety Administration (FMCSA), or the Omnibus Transportation Employee Testing Act, are subject to all applicable federal drug and alcohol testing requirements. Employees in these federally regulated positions must comply with all DOT testing procedures, including enrollment in a DOT-compliant random testing pool.

Last updated: August 15, 2026