

CHEYENNE MOUNTAIN ZOO



Job Description

Position Title: Associate Veterinarian
Department: Veterinary Services
Reports to: Head Veterinarian
Supervises: None
FLSA Status: Exempt, Professional

Welcome to Colorado Springs!

Cheyenne Mountain Zoo is proudly located in Colorado's second-largest city, Colorado Springs. Nestled along the Front Range of the Rocky Mountains, and in the shadow of Pikes Peak, Colorado Springs offers all of the [resources](#) and [culture](#) of a much larger city, but with a [competitive cost of living](#). [Outdoor adventure](#) is one of the best features of the area, with 375 miles of trails, 150+ parks and a climate that typically provides 300 days of sunshine per year. U.S. News and World Report named Colorado Springs the [#1 Most Desirable Place to Live](#) and the [#2 Best Place to Live](#) in the U.S. for 2022-2023. Cheyenne Mountain Zoo is consistently ranked in the top 10 zoos in North America, and was named #3 Best Zoo in the 2022 USA TODAY 10Best Readers' Choice Awards. For more enticing reasons to live and work in Colorado Springs, [dive in here](#).

POSITION SUMMARY: Provide medical care and preventative medicine to the Cheyenne Mountain Zoo's (CMZoo) animal collection. Monitor and address any zoonotic health concerns or reportable diseases on zoo grounds, with appropriate reporting to the public health department or state veterinarian, respectively. Work with outside veterinary and human specialists to provide high level medical care for some complicated medical/surgical cases. Help maintain and grow an active teaching program.

QUALIFICATIONS AND REQUIREMENTS:

- Must have a graduate degree in Veterinary medicine
- Must have an active Veterinary License in Colorado
- Must be NAVLE (North American Veterinary Licensing Examination) certified
- Minimum of 2 years of experience working with zoo or exotic animals
- Must submit to & pass a pre-employment drug/alcohol screening & criminal background check
- TB test is required within first 7 days of employment
- Must be able to provide proof that you can legally work in the United States
- Computer Proficiency in Word, Excel, ZIMS, google docs, internet and gmail
- Position requires individual to be available for on-call/quick response

RESPONSIBILITIES AND DUTIES:

ORGANIZATIONAL EXPECTATIONS:

- Ensure discretion with confidential information
- Maintains courteous, helpful & professional behavior on the job

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- Will support the success of the entire team by promoting a collaborative work environment
- Adheres to all CMZoo Policies & Procedures, CMZoo Safety Policies & Procedures, USDA guidelines & OSHA safety guidelines
- Consistently contributes to problem-solving & cooperates with identified resolutions
- Must demonstrate regular attendance & punctuality
- Brings issues & process improvement ideas to the attention of the Head Veterinarian
- Maintains verbal & written skills required for the position
- Attends meetings & participates in committees as required
- Complete trainings as required
- Adheres to Company Dress Code Policy--always "Zoo Crisp!"
- Position requires individual to be available for on-call/quick response of not more than 1 hour when on call without prior approval from the head veterinarian, a vice president or the CEO

DEPARTMENTAL EXPECTATIONS:

These responsibilities are to be shared and distributed with the veterinary team.

1. Zoo Medicine
 - a. Provide medical care for the collection; including maintaining preventative medicine and managing illness, senior care, contraception, emergency medicine, and humane euthanasia.
 - b. Collaborate with outside veterinary and human medicine specialists (local veterinary and human doctors, Colorado State University [CSU], etc...) on complicated medical/surgical cases to provide excellent medical care and to help build community support for the zoo.
2. Disease Monitoring
 - a. Monitor collection for diseases pre or post-mortem--If any disease might be zoonotic or reportable, institute appropriate diagnostics and quarantine measures to ensure public safety and involve Federal, State, El Paso, or Colorado Springs authorities as appropriate. Educate zoo staff on the disease and quarantine measures used to minimize exposure risk/spread of disease.
 - b. Monitor wildlife on zoo grounds for zoonotic or collection animal disease risks. If concerns, consider whether necropsy or laboratory testing is indicated to monitor for diseases that may be of significant human or animal health concern.
 - c. Monitor for nutritional disease. Based upon species and clinical signs, test for nutritional or husbandry related diseases and recommend changes if test results indicate so. These may include blood tests or post mortem diagnostics.
3. Within the Veterinary Department
 - a. Team--Ensure team is working together to provide excellent patient care. Provide feedback to the team. Address problems as they arise. Annually provide feedback for written reviews of other team members. Lead weekly department meetings and daily morning meetings when the head veterinarian is not present.

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- b. Scheduling—Be responsible for scheduling time off for self and gaining approval of said time from the head veterinarian.
 - c. Infrastructure/equipment—Understand or request training for correct use of medical equipment, including quarterly practice with remote delivery drug systems. Help evaluate department needs to plan for future infrastructure upgrades.
 - d. Memorandums of Understanding (MOU's)—Follow through with all MOU's, which currently include CSU College of Veterinary Medicine, Western University College of Veterinary Medicine, United States Air Force Academy Falconry Program, and Fort Carson United States Army Post's Veterinary team.
 - e. Association of Zoos and Aquariums Accreditation—Participate in the process as requested and be able to address any questions or concerns of the accreditation team in person.
4. Teaching
- a. Veterinary student externships--Provide hands-on clinical experience and mentorship to students with oral evaluations.
 - b. Presentations. Be willing to provide presentations internally or to outside groups as cases and situations allow (Colorado State University, Western University, zoo/exotic animal veterinary organizations).
5. Communication
- a. Report directly to the head veterinarian. Keep them updated on cases and areas of concern.
 - b. Animal Department--Regular communication with the Vice-President of Animal Care, animal department managers, and keeper staff on current medical cases. Discuss with animal department members case diagnosis, treatment options, and prognosis. In cases of recommended euthanasia, an animal manager and the associate veterinarian must be in agreement; if not, the disagreement on whether to euthanize is resolved by the head veterinarian and/or their vice presidents respectively.
 - c. All Staff/Everyone--Provide availability to answer questions in person or privately.
6. Zoo Emergency Response Team (ERT)—attend monthly meetings and drills with primary functions related to immobilization.
7. Other duties as assigned.

BENEFITS AND COMPENSATION

This is a fully benefited position including group medical, dental, vision, life, and disability insurance; paid holidays, vacation & sick time; retirement plan; a zoo membership; eligibility for the bonus program; and discounts on concession and gift shop purchases. Compensation for this position is \$85,000-95,000.

To apply: Send your CV and cover letter to vetstaff@cmzoo.org. No phone calls please.