

COUNTY OF VENTURA  
**MANAGER—VETERINARY SERVICES**  
\$107,369.68- \$150,317.55 Annually



To improve the lives of the animals in our care, be timely and compassionate in our responses, educate the public through community outreach and provide for the health and safety of the citizens and animals of Ventura County.

# The County of Ventura invites your interest for **MANAGER—VETERINARY SERVICES**

## **Our County & Community**

Ventura County is located on California's "Gold Coast", approximately 35 miles northwest of Los Angeles and 20 miles southeast of Santa Barbara. Residents enjoy rolling hills and sweeping ocean views in a nearly perfect Mediterranean climate with an average annual temperature of 74 degrees. The beauty and weather combined with a wonderful quality of life are among the many reasons why our residents choose to call Ventura County "home." Ventura County is a "general law" county, governed by a five-member, elected-by-district Board of Supervisors. The Supervisors appoint a County Executive Officer (CEO) to oversee the County budget, day-to-day operations, and to advise, assist, and act as an agent for the Board of Supervisors in all matters under the Board's jurisdiction. The county strives to actively promote diversity, equity, inclusion in providing service to the community.

## **Animal Services Department**

Ventura County Animal Services (VCAS) has adopted the Socially Conscious Sheltering (SCS) framework, which aligns with our core values of encouraging cooperation and collaboration with all stakeholders (elected officials, community members, private veterinarians, transfer/rescue partners, law enforcement, non-profit organizations, local businesses, volunteers, and other animal welfare agencies). We wish to promote a positive culture of mutual respect and support.

We offer a wide array of programs and services to the residents and animals of Ventura County. These services include animal sheltering, pet adoptions, lost & found, field services, cruelty investigations, pet licensing, TNR surgical services, low-cost vaccination clinics, volunteer/foster opportunities and emergency disaster response. Each year, Ventura County Animal Services cares for more than 10,000 stray and surrendered animals. VCAS operates two amazing, open admission, life-saving shelters within the county: the main shelter in Camarillo has a 400 animal capacity, which can increase to over 900 during declared natural disasters and the Simi Valley Animal Shelter, which is a smaller facility offering many of the same services as the Camarillo Shelter. In 2014, VCAS became the largest Open Admission Municipal Animal Shelter in California with a Save Rate of over 90% and has maintained this rate since that time.

## **About the Position**

The ideal candidate will be a collaborative leader with experience in shelter medicine programming who is firmly committed to life saving practices through positive outcomes: open adoption, fostering, behavior management, transfer, public pet retention, etc. Additionally, this candidate must be well versed in current best practices and veterinary protocols within a shelter environment, possess experience overseeing a veterinary team, program management, community development and outreach, and demonstrated ability to partner with community stakeholders. At VCAS, it is our privilege to provide quality care to our community's animals, with compassion and competence. We are committed to life-saving measures; animals will not be euthanized for the purposes of time or space.







## Qualifications

Graduation from a school of veterinary medicine recognized by the Board of Examiners in Veterinary Medicine of the State of California, possesses and maintains a current, valid license to practice veterinary medicine issued by the California Board of Examiners in Veterinary Medicine, and possesses at least two (2) years of full-time, professional experience in the practice of veterinary medicine. One year of graduate study in veterinary medicine or a closely related field may be substituted for one year of the required experience.

### Special Requirements:

- Must possess and maintain a current, valid license to practice veterinary medicine issued by the California Board of Examiners in Veterinary Medicine
- Must possess and maintain a current, valid USDA National Accreditation Number (NAN) within 60 days of hire date
- Must possess and maintain a current, valid Drug Enforcement Agency (DEA) license
- Must be proficient with Chameleon Animal Shelter Software within six months of hire date
- Must possess and maintain a driver's license issued by the State of California by the time of hire

**For further information about this recruitment, please contact Michelle Antonetty at [Michelle.Antonetty@Ventura.org](mailto:Michelle.Antonetty@Ventura.org) or by phone at (805) 677-5191.**

## Benefits and Compensation

The County of Ventura offers an attractive compensation and benefits package that includes:

- A general salary increase of 2% effective December 26, 2021.
- Educational Incentive for completion of an Associate degree (2.5%), a Bachelor's degree (3.5%), or a graduate degree (5%).
- Annual Leave Redemption: The option to cash out up to 100 hours out of 208 total accrued Annual Leave hours per year.
- Deferred Compensation: Section 457 Plan and/or 401(k) Shared Savings Plan with up to a 3% match on your 401(k) contributions.
- Health Plans: You are afforded a flexible credit allowance of up to \$16,692 annually for purchasing medical, dental, and/or vision insurance from a group of authorized plans.
- Flexible Spending Accounts: Pre-tax benefit towards eligible medical, dental, and vision care expenses.
- Bilingual Incentive: Proficiency levels by exam are \$.65 per hour (Level I), \$.80 per hour (Level II), or \$1.10 per hour (Level III).
- Holidays: 11 paid days per year which includes a scheduled floating holiday.
- Pension Plan: Both the County and you contribute to the County's Retirement Plan and to Social Security. If you are eligible, you may establish reciprocity with other public retirement systems, such as PERS.

## The Process

To apply for this opportunity, please submit an online application at [www.ventura.org/jobs](http://www.ventura.org/jobs). You may attach a cover letter and current resume to your application. All relevant work experience needs to be included in order to determine eligibility.

Candidates who meet the minimum qualifications, as noted in the job announcement, will be evaluated using a Training and Experience Evaluation. A Training and Experience Evaluation (T&E) is a structured evaluation of the job application materials submitted by a candidate, including the written responses to supplemental questions. If there are three (3) or fewer qualified applicants, a T&E will not be conducted. Instead, a score of seventy percent (70%) will be assigned to each application, and each applicant will be placed on the eligible list. Selected, eligible candidates will be invited to a panel interview.