

Career Service Authority

Zoo Veterinarian

Revised Date / /
Revised By Don Braden
EEOC Code 2 Professional
FLSA Code Exempt
Est. Date 09/16/95

General Statement of Duties

Manages the Animal Health Department and provides professional veterinary services for animals at the Denver Zoo, including medical, surgical and preventive care.

Essential Duties and Knowledge, Skill, and Ability Requirements

1. Monitors and administers a preventive health care program for in-house animals and a quarantine program for newly-arrived animals.
 - *Knowledge of preventive health care for animals sufficient to be able to administer an in-house program.*
2. Provides medical and surgical treatment to ill and injured animals, including 24-hour, 365-day emergency coverage.
 - *Knowledge of the principles and practices of veterinary medicine sufficient to be able to diagnose and treat zoo animals both surgically and medically.*
3. Manages and represents the Animal health Department, including supervision and evaluation of all employees.
 - *Knowledge of departmental policies and procedures sufficient to be able to establish priorities, schedule work assignments and make other supervisory decisions.*
 - *Skill in establishing and maintaining effective working relationships with employees, various representatives of the public or private entities, policy making bodies, and the public.*
 - *Skill in utilizing the principles and practices of effective and persuasive communication to elicit information, negotiate problem resolution, and/or garner support for various programs or policies.*

4. Conducts postmortem examinations on all animals and submits tissue samples for histologic evaluation in appropriate cases.
 - *Skill in exercising a high degree of initiative, judgment, discretion, and decision making to integrate organizational priorities, meet deadlines, and achieve objectives.*
5. Conducts appropriate biomedical investigations into problems affecting the health of the animal collection and directs the ongoing nutrition research program.
 - *Skill in providing care and treatment of zoo specimens.*
 - *Skill in diagnosing illness, injury and symptoms of disease in zoo animals.*
6. Provides on-the-job veterinary training to students specializing in zoological medicine.
 - *Knowledge of training techniques sufficient to be able to train others to perform the duties of the work assignment.*
 - *Skill in utilizing the principles and practices of effective and persuasive communication to elicit information, negotiate problem resolution, and/or garner support for various programs or policies.*
7. Maintains strict standards of medical sanitation in all Animal Health Care facilities.
 - *Knowledge of safety hazards and necessary safety precautions sufficient to be able to establish a safe working environment.*
8. Generates and maintains all hospital records, including legally-mandated inventories of controlled substances.
 - *Skill in maintaining and organizing files, documents and records.*
 - *Knowledge of inventory practices sufficient to be able to identify shortages, reorder as necessary, and maintain adequate levels of supplies.*
9. Performs other related duties as assigned or requested.

Any one position may not include all of the duties listed. However, the allocation of positions to this class will be determined by the amount of time spent in performing the primary duties listed above.

Job Requirements

Level of Supervision

Supervises two or more employees who do not supervise.

Guidance and Decision Making

Guidelines are generally in the form of stated objectives only, with issues and factors largely undefined. Requires creativity and ingenuity in devising criteria, techniques and methodologies for approaching previously unexplored or unresolved problems or situations. Work assignment is generally unstructured and employee is responsible for supervising a variety of units involved in complex and non standardized tasks in which several projects may be pursued concurrently. Duties performed involve many factors to be evaluated and weighed, requiring a high degree of analytical ability, judgment and decision making. Work may be reviewed for soundness of judgment and conclusions by an agency manager.

Interpersonal Communications

contact of a nonprescribed nature involving the negotiation and resolution of nonroutine problems encountered and where exceptional degrees of discretion and judgment are required in carrying out the programs and policies of the organization.

Physical Demands

Standing: remaining on one's feet in an upright position.

Walking: moving about on foot.

Lifting: raising or lowering an object from one level to another.

Carrying: transporting an object, usually by hand, arm, or shoulder.

Balancing: maintaining body equilibrium to prevent falling over.

Stooping: bending the body by bending spine at the waist.

Crouching: bending body downward and forward by bending legs.

Reaching: extending the hand(s) and arm(s) in any direction.

Handling: seizing, holding, grasping, or otherwise working with hand(s)

Fingering: picking, pinching, or otherwise working with fingers.

Feeling: perceiving attributes of objects by means of skin receptors.

Talking: expressing or exchanging ideas by means of spoken words.

Hearing: perceiving the nature of sounds by the ear.

Repetitive motions: making frequent movements with a part of the body.

Eye/hand/foot coordination: performing work through using two or more.

Physical Strength

Lifting: Raising or lowering an object 10 – 25 pounds.

Vision Requirements

Far Acuity: ability to see clearly at 20 feet or more.
Near Acuity: ability to see clearly at 20 inches or less.
Depth perception: ability to judge distance and space relationships.
Field of Vision: ability to see peripherally.
Accommodation: ability to adjust vision to bring objects into focus.
Color Vision: ability to distinguish and identify different colors.

Mental Demands

Mathematical Reasoning
Memorization
Oral Comprehension
Spatial Orientation
Written Comprehension

Environmental Conditions

Hazards: conditions where there is danger to life, body, and/or health.

Working Conditions

Exposed to infection from disease-bearing specimens
Exposed to infections and contagious diseases
Exposed to hazards of handling diseased organs and tissues
Exposed to hazardous anesthetic agents, body fluids, and wastes
Exposed to biohazardous radioactive substances
Exposed to odorous chemicals and specimens
Exposed to housekeeping/cleaning agents /chemicals
Exposed to explosive chemical, gases and low-level radiation
Exposure to unpleasant patient or unit elements
Contact with patients under a wide variety of circumstances
Exposed to patient elements
Exposed to unpleasant elements (accidents, injuries and illness)
Subject to varying and unpredictable situations
Performs emergency care
Exposed to odors in kitchen and/or patient areas
Subject to many interruptions
Subject to long irregular hours
Requires judgment/action which could result in death patient
Expose to toxic chemicals.

Minimum Education

Doctor of Veterinary Medicine degree from college or university accredited by the Council on Education of the American Veterinary Medical Association.

Minimum Experience

Two years of professional experience providing medical care and treatment to a variety of exotic or domestic animals.

Licensure and Certification

Possession of a license to practice Veterinary Medicine issued by the State of Colorado by completion of the probationary period.