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[www.tristatebird.org](http://www.tristatebird.org)

Tri-State Bird Rescue & Research, Inc., is accepting applications for a full-time veterinarian. Tri-State is a federally licensed, 501(c)3 not-for-profit avian rehabilitation clinic located in Newark, Delaware, that provides professional care for a caseload of about 3,500 native wild birds annually and is internationally recognized for providing oiled wildlife training and response to colleagues and industry partners for all wildlife species worldwide. Applications should be directed to Lisa Smith, Executive Director ([lsmith@tristatebird.org](mailto:lsmith@tristatebird.org)).

### Job Description

The veterinarian works with the clinic staff, oiled wildlife team, and volunteers to ensure professional rehabilitation of Tri-State's caseload. The veterinarian reports to the Executive Director and is responsible for the oversight of the medical care of all patients at the Frink Center for Wildlife. During an oil spill response, the veterinarian works under the Oil Programs management. The veterinarian is expected to:

- Perform examinations and evaluations of the wildlife caseload; prescribe / change individual treatments and perform surgeries as needed.
- Assist with daily animal care as necessary, be on call for assistance with endangered and threatened species calls, and be available for telephone consultation when requested by staff.
- Maintain accurate records, including documentation of medical treatments, chain of custody, and evidence.
- Participate as a team member in responding to oil spills (leading the medical aspect). This often requires traveling on short notice.
- Manage surgical and medical supplies.
- Maintain the cleanliness and order of the surgery area (including surgical instruments).
- Maintain the organization's medical equipment (autoclave, anesthesia unit, intensive care units, microscopes, etc.), including routine care and updating equipment use guidelines.
- Work with clinic and oiled wildlife staff to update medical protocols as needed.
- Share the responsibility of training volunteers and staff in animal care procedures as well as health and safety protocols.
- Assist with the Penn Vet Introduction to Wildlife Medicine Course by hosting students for shadow opportunities and assisting with laboratories as requested.
- Oversee training of veterinary student externs and visiting veterinarians as necessary.
- Participate in program research projects and publish articles on behalf of Tri-State in rehabilitation and veterinary journals.
- Participate in public and colleague programs and presentations as requested by management.
- Respond to requests for information from colleagues in rehabilitation and veterinary medicine.
- Attend program meetings as scheduled and additional meetings as needed.

Minimum requirements:

- Possess a doctorate in veterinary medicine
- Possess a passing score on the NAVLE and possess or be able to obtain a Delaware state veterinary license
- Possess 3 years of wildlife rehabilitation experience
- Be able to travel on short notice for oiled wildlife response and be flexible in scheduling
- Have strong organizational and record-keeping skills

Desired:

- Possess strong surgical skills
- Have basic computer skills
- Have good writing, communication, and public speaking skills

All Tri-State staff members are expected to:

- Attend departmental meetings and other meetings as scheduled.
- Help maintain the orderliness and cleanliness of the center.
- Participate in Tri-State events as needed.
- Participate in board committees as appropriate.
- Be able to work independently but also as part of a team.
- Exhibit a positive attitude and commitment to Tri-State's mission.
- Possess excellent interpersonal skills with the ability to interact with staff, volunteers, students, board members, industry personnel, government officials, and the general public.
- Represent Tri-State professionally to the rehabilitation community, government agencies, and external partners.
- Adhere to all work rules, procedures, and policies established by Tri-State. This includes, but is not limited to, those contained in the employee handbook.
- Appreciate the value that volunteers bring to the organization and help ensure a positive experience for them at Tri-State.