

Shelter Veterinarian

Greenhill Humane Society | Eugene, OR

Full-Time | \$105,000 - \$120,000 per year, commensurate with experience



About Greenhill:

Greenhill Humane Society is a lifesaving, private non-profit, managed-intake shelter with multiple governmental contracts serving Eugene, Springfield, and Lane County. We provide compassionate care for animals while supporting people through adoption, reunification, crisis care boarding, foster care, humane education, community partnerships, free-roaming cat services, and other lifesaving programs.

Our 20-acre Eugene campus is home to a diverse range of animal welfare programs and serves approximately 6,000 animals each year. Our shelter population includes a wide variety of species, with dogs, cats, and small companion animals making up the majority of our population, along with occasional small farm animals and exotic species. We are open to the public seven days a week and are committed to providing excellent care while continually evaluating and improving how we serve animals and our community.

Greenhill is a collaborative, mission-driven organization where veterinary medicine, animal welfare, shelter operations, and community partnerships intersect. We value an inclusive workplace where people with different backgrounds, experiences, and perspectives can contribute to our shared mission and help us continue to evolve as a progressive animal welfare organization.

About the role:

Greenhill Humane Society is seeking a Shelter Veterinarian to provide high-quality clinical care while contributing to the medical, population health, and animal welfare practices of a progressive, lifesaving shelter.

The Shelter Veterinarian is an integral member of Greenhill's veterinary team and works closely with the Director of Veterinary Medicine, Director of Operations, program managers, veterinary technicians, animal care teams, and community partners. Together, the team works to ensure that medical decisions support both individual animals and the health and welfare of the shelter population as a whole.

This is a shelter medicine position. Greenhill does not operate a community animal health clinic. The shelter Veterinarian's primary focus is on the care of shelter-owned animals, while providing opportunities to participate in innovative community-based veterinary and animal welfare work.

The ideal candidate is someone who enjoys the intersection of medicine, animal welfare, population health, and people, and is looking for an opportunity to grow their shelter medicine expertise alongside an experienced veterinary team.

What you will do as Greenhill's Shelter Vet:

- Provide comprehensive veterinary care for animals in Greenhill's custody, including examination, diagnosis, treatment, preventive medicine, and management of medical and behavior cases.
- Perform in-house and reference lab diagnostic tests, radiography, ultrasound, sedated grooming and other medical procedures. Develop and oversee individualized treatment plans while balancing the needs of individual animals with population health, shelter capacity, and available resources.
- Learn shelter medicine specific best practices through Continuing Education and/or national sheltering organizations training.

- Participate in humane euthanasia decisions and procedures in accordance with veterinary standards, organizational policy, and applicable law. Provide veterinary guidance for animals in foster care, adoption, behavioral, and other specialized programs.
- Predictable schedule without on-site emergency coverage. This position does not require overnight or in-person emergency veterinary shifts.
- Maintain medical standards of care consistent with contemporary shelter medicine practices, the Association of Shelter Veterinarians (ASV) Guidelines for Standards of Care in Animal Shelters, and all applicable federal, state, and local laws and professional standards
- Provide clinical leadership and mentorship to veterinary technicians, assistants, and other assigned personnel.
- Collaborate with local veterinarians, veterinary specialists, animal welfare and law enforcement officers, other animal welfare organizations, and the public.

What we are looking for:

We are looking for a veterinarian who combines strong clinical skills with good interpersonal skills, a willingness to work in a team environment, and an interest in building skills in shelter medicine.

You may be an experienced shelter veterinarian looking for a collaborative team environment, or a veterinarian coming from private practice looking to apply your skills in a population medicine and animal welfare setting. New graduates with at least one year experience are welcome to apply. Greenhill's experienced veterinary and surgical team provides robust mentorship, collaboration, and support as you develop your shelter medicine skills.

The Shelter Veterinarian will work as part of Greenhill's veterinary team and report to the Director of Veterinary Medicine. This is an opportunity to focus on practicing excellent medicine, contributing to population health and animal welfare, and building your expertise in shelter medicine without the administrative and supervisory responsibilities of a department leadership position.

The strongest candidates will be:

- Collaborative and comfortable working across departments and disciplines.
- Clear, thoughtful, and compassionate communicators.
- Comfortable making sound medical decisions in a fast-paced shelter environment.
- Curious and committed to evidence-based medicine and continuous improvement.
- Adaptable, solutions-oriented, and able to balance individual animal needs with population health and organizational realities.
- Comfortable coaching and mentoring veterinary and animal care professionals.
- Interested in developing programs and growing as a veterinary leader.
- Passionate about improving outcomes for both animals and the people who care for them.

What Makes Someone Successful in This Role?

The right person will be someone who can move comfortably between the big picture and the details. You might spend part of your morning helping your team troubleshoot a challenging dog, reviewing capacity for care, meeting with Veterinary staff about a medical or behavioral case, coaching an employee through a difficult situation, and then helping an adopter find the right match. You will need to be comfortable making decisions when there isn't a perfect answer, communicating clearly when things are busy, and balancing the needs of individual animals with the realities of operating a high-volume shelter.

Required Qualifications

- Doctor of Veterinary Medicine (DVM) or equivalent veterinary degree.
- Current Oregon veterinary license or eligibility to obtain an Oregon license prior to employment.
- Ability to work effectively with animals of varied species (including small mammals, reptiles, and exotics), medical conditions, and behavioral presentations.

- Confident clinical judgment, communication, organizational and problem-solving skills.

Preferred Qualifications

- Experience in shelter medicine or high-volume/high-quality spay/neuter.
- Experience with infectious disease management, epidemiology, or population health.
- Experience mentoring or supervising veterinary professionals or support staff.
- Experience with animal cruelty or forensic examinations.

Schedule & Physical Requirements:

Full-time, with a typical schedule of Monday through Friday and flexibility in start and end times based on program needs. The shelter veterinarians share on-call duty for after-hours medical consultation by phone and email. There is no on-site after-hours emergency veterinary coverage required. When emergency services are needed, Greenhill partners with local emergency veterinary clinics.

We are open to discussing flexible scheduling arrangements for the right candidate, with compensation adjusted appropriately based on weekly hours and the scope of responsibilities.

Work is performed in an animal shelter, veterinary clinic, and community-based environments. The position involves regular handling and restraint of animals and may include exposure to animals with unpredictable behavior or medical conditions, high noise levels, zoonotic diseases, animal allergens, cleaning and disinfecting chemicals, controlled substances, and radiographic equipment.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of the position.

Compensation & Benefits

Salary: \$105,000–\$120,000 annually, depending on qualifications and experience.

Greenhill offers a comprehensive benefits package that includes:

- Medical, dental, and vision insurance
- SIMPLE IRA retirement plan with employer match
- Paid time off, sick leave, and holidays/floating holidays
- Continuing education allowance
- Professional dues and license reimbursement
- Employee Assistance Program
- Employee discounts and wellness benefits
- Employee Pet Care Program
- Public Service Loan Forgiveness-qualified employer

Benefits and eligibility are subject to Greenhill's current policies and plan requirements.

Ready to Join Us?

If you're an experienced animal care professional who loves developing people, solving problems, and improving outcomes for animals, we'd love to meet you.

Please submit your resume and a cover letter to careers@green-hill.org telling us about your professional experience, your approach to animal welfare, and why you're interested in becoming our Shelter Veterinarian.

Greenhill Humane Society is an equal opportunity employer. We consider all qualified candidates without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other status protected by applicable law.