ZooMontana
Veterinarian

Job Type: Exempt; Full-time salaried

Department: Animal Care

Salary: $85,0000 - $95,5000

Location: Billings, MT

General Description:

ZooMontana is currently seeking a visionary leader to serve as our veterinarian. This role marks a significant milestone for the institution as it establishes its first employed veterinary staff, moving away from a contracted clinic model. Under the general direction of the Curator and reporting to the Chief Executive Officer.

As a cornerstone of ZooMontana's leadership team, the veterinarian provides comprehensive health management and strategic oversight for our diverse animal collection. This pivotal role ensures the highest standards of animal welfare through modern zoological best practices, delivering elite preventative, emergency, and surgical care.

Beyond clinical excellence, the Veterinarian will serve as the administrative architect of our brand-new Animal Health Center, currently in the early stages of construction and slated for completion in Spring 2027. Set on a beautiful 70-acre campus, ZooMontana is a private, AZA-accredited institution where this role will directly advance our core missions of conservation and education.

Essential Duties & Responsibilities:

Clinical & Medical Management

- **Comprehensive Care:** Provide routine and emergency medical care, including efficient diagnosis, treatment, surgery, and immobilization for a diverse range of taxa.
- **Preventative Medicine:** Design and implement programs for quarantine, parasite control, vaccinations, dental care, and infectious disease testing.
- **Diagnostic Services:** Perform and interpret diagnostic imaging (radiography, ultrasound) and laboratory work.
- **Pathology:** Conduct gross necropsies, collect samples for histopathology, and prepare reports to establish causes of death and monitor population health.
- **Anesthesia:** Manage sedation and anesthesia, including the use of remote immobilization and the handling of ultrapotent opioids.

Operations & Compliance

- **Records Management:** Maintain accurate, timely, and thorough electronic medical records using ZIMS, following the SOAP format.
- **Regulatory Compliance:** Ensure the veterinary program meets or exceeds standards set by the AZA, AAZV, USDA, and OSHA.
- **Controlled Substances:** Manage the procurement, security, and record-keeping of controlled substances in accordance with DEA regulations.
- **Acquisitions:** Oversee pre-shipment health exams and manage the quarantine process for all incoming and outgoing animals.

Collaboration & Leadership

- **Team Support:** Supervise the hospital and foster a collaborative, constructive team environment.
- **Husbandry Consultation:** Partner with Curators and animal care staff on nutrition, enrichment, habitat design, and training for medical behaviors.
- **Education & Mentorship:** Manage the veterinary student externship program; mentor and train interns, technicians, and staff on medical protocols.
- **Public Relations:** Serve as a subject matter expert for guests, donors, and media when required.

Qualifications and Requirements:

- **Education:** DVM or VMD from an AVMA-accredited institution.
- **Experience:** Minimum of 2 years post-graduate clinical experience. Minimum 1 year of zoological or exotic animal experience (internship/residency preferred).
- **Licensure:** Must be licensed to practice veterinary medicine in the State of Montana (or able to obtain within 3 months). Must obtain USDA Category II accreditation within 3 months of hire. Must possess a valid driver's license.
- **Board Certification:** ACZM Board Certification or eligibility is preferred.

Physical Demands & Work Environment

- **Physical Exertion**: Ability to stand for long periods, bend, stoop, climb ladders, and lift/carry up to 50 pounds frequently.
- **Environmental Exposure:** Work occurs in both indoor and outdoor settings, including exposure to extreme weather (heat, cold, rain, snow).
- **Safety:** Must be comfortable working around wild animals and understand the risks of zoonotic diseases. Ability to wear appropriate PPE is required.
- **Schedule:** Full-time (40 hours/week) with a requirement to share on-call duties for after-hours emergencies, weekends, and holidays.

To Apply: Please send the following documents to tgoebel@zoomontana.org.

- Resume.
- Cover letter.
- List and contact information for three references.
- Letter of recommendation preferred.

About ZooMontana:

At ZooMontana, an inclusive, diverse, equitable, and accessible space is one where all, regardless of race, ethnicity, gender identity, age, social class, ability, beliefs, and life experiences, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all our departments, programs, and spaces. We respect diverse life experiences, natural histories, and backgrounds, and will ensure that all life is valued.