

Job Seeking Tips for Veterinary Professionals

CATALYST Veterinary Professional Coaches
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Veterinary Professional
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Whether you are new to working within the veterinary community or not, there are a few tips and tricks that may help you land the ideal position at the best veterinary hospital for **YOU**. First, you may need to do some soul searching to determine your personal and professional values. Then consider what you are seeking in your career within the veterinary practice (*i.e.*, what will make or break “the deal”). Finally, set expectations on what to identify for the interviewing process.

Begin with Your Values

Job hunting begins by determining your personal and professional values. This is where the soul searching starts, where the rubber meets the road. You may simply initiate the process by answering the questions below. As you begin the creative exercise, allow your thoughts and suggestions to flow, without boundaries. Allow for real brainstorming to occur, because when you express yourself, **authentically**, you can create a **dynamic** career.

Be BOLD, Be BRIGHT, Be COURAGEOUS in writing your thoughts.

Consider what you believe about being a veterinary professional, as well as how you serve pets and pet owners. Some examples of commonly shared values include: I believe in providing the best veterinary medicine to every pet that walks in the door; I believe that each day it is my responsibility to give my best for the pet, pet owner and veterinary team; I believe in trustworthiness; I believe in continually learning and training.

1. In regards to:
 - a. serving pets, I believe....
 - b. serving veterinary clients, I believe...
 - c. being a part of an efficient, skillful veterinary team, I believe....
 - d. my personal time and satisfaction, I believe....
 - e. my personal passion, I believe...
 - f. my personal wellbeing, I believe....
2. I hold _____ in high regard when it comes to my personal time.
3. I hold _____ in high regard when it comes to providing veterinary care.

Now that you have identified these, **hold true to your values!** Find a veterinary hospital and team that align with your values as this will lead you to being an efficient and passionate veterinary team member.

Requirements for Your Veterinary Career

There are basic needs (or wants) you may have for your “ideal veterinary practice.” You may need to live near your parents, or find a practice in a community with exceptional schools for your children, or live in recreational paradise. You need to have a salary and benefits package in mind. Consider the size of the practice, services provided and the standard of care you seek. There may be additional considerations. Write them down, put pen to paper.

Declare what you need and want!

As an example, fill in the blanks:

- Desired location is _____ with _____ opportunities
- Annual income of \$ _____ with a benefits package including _____
- Doctor to Team member ratio is 1 to _____
- Hospital provides the following services _____
- Equipment or additional resources _____
- The standard of care is defined as _____

Overview for the Interviewing Process

Green Flags (GO!) vs Red Flags (STOP!)

Job Announcement



Green Flag

- Well written job announcement with pre-screening and drug testing
- Up-to-date website
- Engaging Facebook page and other social media
- Manager is the lead in the hiring process
- Video tour of facility with cheerful team members
- Credentialed veterinary team members
- Benefits package



Red Flag

- Lousy written job announcement
- Owner Veterinarian is the only contact and doing the hiring
- Out dated website
- No Credentialed Veterinary Technicians on staff

Interviews



Green Flag

- Email correspondences are professional and well written
- Google reminder or another app utilized in scheduling
- Offers to meet virtually or phone interview
- May send out phone interview questions before hand
- Employee Handbook (will send to you upon request)
- Team phase training (for veterinarians, too!) and teambuilding
- Working interview, preferred paid
- Formally trained and supported management team
- Formally trained and supported veterinary technicians and assistants
- 15% team turnover (national average)
- Productive team meetings
- Consistent team messaging in the services and products provided



Red Flag

- Poor and/or untimely email correspondences
- No management team and/or no employee handbook
- Overhearing gossip or sense negative attitudes
- No team phase training, teambuilding or funds for continuing education
- High team turnover
- No team meetings

Career Coaching sessions may be the support you need in preparing for your outreach and interviewing. Drop us a line at getCATALYST@CATALYSTvetPC.com to schedule your customized coaching experience.