



Position Title: Veterinarian
Classification: Full-time, Exempt
Date: January 2026
Salary: \$175,000-\$220,000 annually for full-time (pro-rated for part-time)
To Apply: Send a cover letter and resume to jobs@muttville.org

Overview

Still love vet med but need a reset to rediscover your joy? Join Muttville Senior Dog Rescue, where it's never too late for new beginnings—for mutts or humans!

Muttville is dedicated to rescuing senior dogs, the most vulnerable population in the shelter system. As California's first organization focused on older dogs, we have reshaped public perceptions through education, outreach, and storytelling. Since 2007, we have saved close to 14,000 dogs.

Work alongside devoted foster families, volunteers, and our upbeat, collaborative team in our cage-free, home-like shelter. We're a pioneering non-profit with an inclusive, "can-do" culture that celebrates creativity, diversity, every tail wag, and the magic of community. Volunteers power our success as a vibrant hub where people connect to make the world kinder for senior dogs.

This position can be either full-time or part-time within Muttville's on-site veterinary clinic. Our clinic currently operates on weekdays, typically between 8 a.m. and 5 p.m. You'll provide compassionate medical care through intake & recheck exams, common shelter surgeries (spay/neuter, mass removals, enucleations, cystotomies, amputations, splenectomies), and guidance on incremental, palliative, and hospice care—preparing dogs for a smooth transition into loving homes. You'll be joining our robust clinic team of dedicated staff and volunteers who truly value teamwork as we work together to better the lives of senior dogs.

Ready to help senior dogs get second chances? We'd love to meet you!

Position Description:

Health Care

- Perform intake exams for new mutts coming into our adoption program and recheck exams as needed for dogs in Muttville's care
- Develop anesthesia plans for patients and provide appropriate supervision of veterinary technicians and support staff during anesthetic procedures
- Perform surgeries including but not limited to spay, neuter, mastectomy, cystotomy, enucleation, splenectomy, mass removal and amputation
- Diagnose diseases, illnesses, and injuries and create treatment plans utilizing an incremental care approach. Whenever possible, we aim to complete essential workups, stabilize chronic conditions, and anticipate likely near-term medical needs so that adopters are not faced with unexpected veterinary costs soon after adoption.

Treatment plans may include in-house care, care at outside veterinary clinics, or appropriate next steps for adopters to consider with their private veterinarian

- Monitor the general health of Muttville dogs, ensure proper medical care, and assist in determining the best next steps, with an understanding that the goal is for the dogs to move into an adoptive home as soon as possible and reasonable
- Assist with determining adoptability, hospice status, and euthanasia
- Perform euthanasias for dogs whose quality of life has diminished due to severe medical or behavioral problems

Program Administration & Communication

- Keep comprehensive medical records regarding dogs' diagnostics, health, treatment, and next steps. This includes writing and updating easy-to-understand medical case summaries for the dogs in a timely manner in the shelter's dog management software. These communications directly assist the adoption team with medical communications to potential adopters
- Provide specific dog care instructions to staff, foster parents, and volunteers, and provide guidance to recent adopters (as appropriate) regarding dogs in need of treatment and/or medication. This may include answering questions in person, via email, or over the phone
- Communicate with other veterinary professionals, staff, volunteers, and donors about hospice care and its applications
- Help create and promote a welcoming and supportive environment in the rescue clinic and actively engage with foster parents, adopters, coworkers, volunteers, and donors
- Represent Muttville in a positive, professional, and courteous manner at all times and reserve judgment in difficult situations
- Practice discretion with sensitive information regarding clients, volunteers, employees, and our dogs
- Ensure all dogs, clients, volunteers, fosters, and donors receive the highest level of service and compassion
- Communicate appropriately with volunteers and team members to understand euthanasia decisions
- Integrate, train, and mentor clinic volunteers to ensure their continued attendance/participation and development
- Other duties as assigned

Reports to:

- Veterinary Program Director

Position Requirements:

Education and Experience

- Doctor of Veterinary Medicine (or equivalent) degree from an accredited college or university and a valid California Veterinary License
- Minimum of three years of clinical experience, shelter medicine experience preferred
- Must possess or be able to obtain a DEA license within 60 days of hire
- Obtain Fear Free Certification within 90 days of hire

Knowledge, Abilities, and Skills

- Team player who thrives in a busy environment, embraces change, fosters positive relationships with staff, volunteers, fosters, adopters, and the public, and represents Muttville professionally

- Highly motivated to maximize senior dog outcomes using innovative problem-solving within resource and time constraints
- Quick learner with strong adaptability to evolving programs, procedures, and medical needs (diseases, treatments, behavior)
- Excellent verbal/written communication skills to distill complex medical information for lay audiences and document accurately
- Calm stress management for routine-to-emergency situations
- Committed to training clinic volunteers and using Fear Free approaches in our cage-free environment

Physical Requirements & Work Environment

- Work occurs at Muttville headquarters amid free-roaming dogs, offices, stairs, and outdoor areas—willingness to share workspaces with multiple dogs required
- Subject to bites/scratches from dogs of unknown temperament
- Physically capable of standing long periods, lifting 50 lbs., repetitive surgical hand movements, computer use, and operating vet equipment
- Exposure to disinfectant solutions, animal odors, and airborne particles

Schedule:

- This position can be structured as either a full-time exempt role or a part-time exempt role, with a primarily Monday–Friday schedule and very occasional weekend or evening shifts for special needs or events

Salary & Benefits:

- The salary for this position is \$175,000-\$220,000 per year for full-time (pro-rated for part-time), depending on experience
- In addition to competitive salaries, Muttville offers a comprehensive benefits package to our regular, full-time employees. This includes health, vision, and dental insurance, a 401(k) retirement plan, life insurance, long-term disability, an Employee Assistance Program, paid time off, a gym membership to FitnessSF, and continuing education support