



HUMANE SOCIETY

of Sonoma County

SANTA ROSA & HEALDSBURG

committed to kindness

High-Volume High Quality Spay/Neuter Surgeon

Humane Society of Sonoma County | Santa Rosa + Healdsburg, CA

Full-Time / Flexible | Veterinary Medicine Department

Reports To: Senior Director of Veterinary Medicine (Medical Director)

Join Us at the Humane Society of Sonoma County

Shelter medicine is at the leading edge of public health, access-to-care, and doing what matters for animals *and* the humans who love them.

At HSSC, we're building a compassionate, community-connected regional resource hub. We are committed to high-quality medical care, practical solutions, and honoring the human-animal bond in all its forms.

If you are a veterinarian who likes your medicine thoughtful, your teamwork collaborative, and your days grounded in both impact and heart, keep reading.

Help Us Change the Landscape of Overpopulation

High-Volume High-Quality Spay/Neuter is prevention medicine at its most elegant: fast, safe, and incredibly impactful.

We're expanding to a seven-day-a-week procedures clinic, delivering HVHQSN and a busy safety-net surgery and medicine service. We're looking for a Spay/Neuter surgeon who thrives on flow, efficiency, technical excellence, and measurable results.

If your perfect day involves dialing in your technique, working with a highly trained tech team, and knowing that you just prevented a cascade of future suffering, welcome!

What You'll Do

- Deliver efficient, high-quality high-volume spay/neuter; typically 30/day (up to 40 depending on case mix) for both shelter and public animals

- Manage complicated cases proficiently including pregnant, in-heat, pediatric, cryptorchid spay/neuter
- Apply safe, effective anesthetic and analgesic protocols optimized for high-volume settings
- Oversee pre-operative exams, surgical prep, and post-operative recovery to ensure patient safety and comfort.
- Work alongside a highly skilled support team trained in anesthesia safety, flow, and Fear-Free handling all within an upbeat and positive team environment
- Contribute to HSSC's population management and access-to-care strategies

Impact

Every day, you will:

- Directly prevent shelter over-capacity
- Improve population outcomes
- Strengthen access-to-care safety nets
- Work with a mission-driven team shaping the region's veterinary future

Qualifications

- DVM/VMD + CA license
- Experience in HVHQS techniques
- Team-oriented, steady under pressure
- Values efficiency, safety, and low-stress handling

Compensation & Work-Life

- \$150,000–\$165,000 DOE
- We are open to flexible or part-time schedules, with salary prorated based on weekly hours and scope of responsibility.
- Vacation + Sick Leave + 11 paid holidays
- CE stipend + CE days
- Medical, dental, vision
- License + dues reimbursement
- Relocation assistance considered

Before You Apply – A Quick Look at Sonoma County

We want candidates to have a full picture of the local economy before uprooting their lives.

Explore: https://www.bestplaces.net/cost_of_living/county/california/sonoma

Ready to make a massive, meaningful difference through surgical excellence? We'd love to talk.

EEO STATEMENT:

HSSC is an Equal Opportunity Employer. We are committed to building a diverse, inclusive, and equitable team. We encourage applications from individuals of all backgrounds and identities, especially those historically underrepresented in animal welfare and veterinary medicine.

To Apply:

Please send resume and cover letter to jobs@humanesocietysoco.org