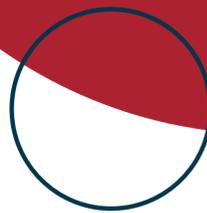




# Russell Lake animal hospital



## Core Values

We practice medicine that is responsive to our clients and patients needs.

We use unique skills to promote our philosophy of fear-free interactions with our patients.

We see our clients as an integral part of the health care team.

We build strong relationships and create bonds with our clients for life.

We take our time to ensure each client has a full understanding and open door access to their pet's health information.

Our staff is continually seeking opportunities to learn, grow and help improve our patients' experience.

We create an environment of teamwork and team support so that the needs of our patients, clients and each other are met.

Our staff are involved in all aspects of the work that we do, are proud of their professional appearance, language and behaviour.

Our staff is dedicated to maintaining the highest levels of cleanliness, safety, focused and pleasant work environment.

## Practice Culture

## Vision

We strive to advocate for our patients and be collaborative with our clients.

We strive to provide a fear-free environment for our patients so we can more effectively care for their physical and emotional health.

We strive to cultivate a mutually respectful environment between our staff and clients to provide our staff with a safe working space.

We work toward a supportive, team-oriented workplace that encourages knowledge growth as well as personal growth.

Our purpose is to provide our patients with the best care by working in partnership with our clients, our community and each other.

## Mission Statement

# DVM CAREER AT RUSSELL LAKE ANIMAL HOSPITAL

## What We're Looking For

We seek individuals who share our passion for compassionate care, continuous improvement, and building meaningful relationships. If you are dedicated, focused, and respectful, and believe in creating a fear-free environment, we would love to connect with you. Join us in our mission to improve lives and provide exceptional care to our community.

## Qualifications

- A Doctor of Veterinary Medicine degree valid for practice in Canada
- License for practice in Nova Scotia or the ability to become licensed
- Strong communication skills, an interest in diagnostics, internal medicine, and surgery
- A desire for compassionate care, to foster long-term relationships with our clients and patients
- For the right candidate, help with relocation can be offered
- Willingness to work full or part-time hours

## What We Value

- **Client and Patient Responsiveness:** We listen actively and respond swiftly to the needs of our clients and patients, ensuring their comfort and well-being.
- **Fear-Free Environment:** Our approach is designed to minimize stress and anxiety, creating a welcoming and soothing atmosphere for all.
- **Strong Relationships:** We believe in the power of connection and work diligently to foster trust and respect with our clients.
- **Continuous Learning and Growth:** We are always seeking opportunities to improve, staying updated with the latest medical advancements to enhance the lives of our patients.
- **Dedication and Focus:** Our team is committed to delivering the highest quality of care with unwavering dedication.
- **Respect:** Every individual is treated with the utmost respect, ensuring a dignified experience for all.

## Interests

- Enhancing patient care through innovative practices
- Engaging with the community to promote health and wellness
- Participating in professional development to stay at the forefront of medical care
- Building a supportive and collaborative team environment



# BENEFITS OFFERED AT RUSSELL LAKE ANIMAL HOSPITAL

## Blue Cross

- Prescription coverage
- Dental coverage
- Vision coverage
- Extended health coverage
- Practitioner services
- Increased coverage for mental health practitioners
- Life insurance
- Long Term Disability (employee paid)
- Single coverage (RLAH paid)
- Family coverage available

## HSA

### Health Savings Account

- Extended health coverage for items not included in Health/Dental/Vision coverage, or maximums exceeded
- Gym membership/fitness class fees
- Childcare fees
- Ski passes
- Sporting goods
- Personal training
- Housecleaning services
- etc

## Discounts

Employee discount for veterinary services provided and retail items that are purchased at Russell Lake Animal Hospital.

Further discounting is applied to staff pets who are covered by a Pet Insurance policy.

## Pet Insurance

### Premium Allowance

\$100/month allowance per FT employee for PHI premiums on RLAH group billing account.

## Training

### Continuing Education

- Yearly CE allowance each year
- Paid CE Days
- Low Stress Handling Certification
- Mentorship Program
- Monthly Group Staff Meetings
- Monthly One-on-ones

## Work Life Balance

- 4 day work week
- No overnight emergency services are required of employees
- Vacation time
- You will not be contacted on your time off

## Perks

- Snacks and refreshments provided including a variety of cold beverages & Nespresso coffee bar
- Massage chair in break room
- Recreational events organized and funded by RLAH

