



Veterinarian

Department of Salisbury Zoo

SALARY	TYPE	SCHEDULE	DATE POSTED	BENEFITS
\$93,708-\$101,432	Fulltime	M-F 8:30am-4:30pm	7/13/2026	Full Benefits

DEPARTMENT PROFILE

The Salisbury Zoological Park is committed to enhancing our quality of life by providing a friendly, relaxing environment where educational and recreational opportunities come together through participation and interaction. With its animals, staff, volunteers, and park-like setting, the Zoo encourages an appreciation of wildlife and inspires the conservation of our natural world.

EDUCATION

Doctor of Veterinary Medicine (DVM or VMD) from an accredited institution

POSITION PROFILE

As a member of the senior staff, the Zoo Veterinarian plays a key leadership role at the Salisbury Zoo, collaborating with the Director and Collection Curator on strategic planning, safety initiatives, and the Institutional Collection Plan to ensure the comprehensive health, welfare, and sustainability of a diverse animal collection.

This position delivers high-quality veterinary care through preventative medicine, diagnostics, treatment, and surgery while ensuring compliance with AZA standards and regulatory requirements. Additionally, the role supports the Zoo's core mission by participating in conservation programs, research initiatives, and public engagement, including media appearances.

EXPERIENCE

Minimum of two (2) years of experience in zoological, exotic, or wildlife medicine preferred

Experience with anesthesia, surgery, and diagnostics in a multi-species environment preferred

REQUIREMENTS / CERTIFICATION

Valid Driver's License

Current veterinary license in the State of Maryland or ability to obtain

USDA Accreditation (Category II) or ability to obtain DEA registration (or ability to obtain)

Board certification or eligibility in the American College of Zoological Medicine (ACZM) preferred

HOW TO APPLY

1. Visit [Salisbury.md/apply](https://salisbury.md/apply)
2. Submit City Application, Cover Letter, and Resume

The City of Salisbury is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status, or disability status.

Capital of the Eastern Shore

City of Salisbury, MD

Classification Description

Classification Title: Zoo Veterinarian (Full-Time)

Grade: M11

Department: Salisbury Zoo

FLSA Status: Exempt

Date: July 8, 2026

Position Profile:

The Zoo Veterinarian is responsible for the comprehensive health and welfare of Salisbury Zoo's animal collection, including mammals, birds, reptiles, amphibians, fish, and invertebrates. This position ensures the delivery of high-quality veterinary care through preventative medicine, diagnostics, treatment, and surgery while supporting the Zoo's mission of conservation, education, and animal welfare.

The Zoo Veterinarian serves as a member of the Zoo's senior staff, playing a key leadership role in strategic planning and institutional decision-making. This position is an integral contributor to the Institutional Collection Plan (ICP) and works collaboratively with the Zoo Director and Collection Curator to support the overall health, sustainability, and welfare of the entire animal collection. The Zoo Veterinarian also serves as a member of the Zoo Safety Team, contributing to emergency preparedness, risk management, and staff safety initiatives.

The role includes collaboration with internal teams and external partners, participation in conservation programs, research initiatives, and public engagement, including representing the Zoo in media appearances when appropriate. The position ensures compliance with Association of Zoos and Aquariums (AZA) standards and all applicable regulatory requirements.

Duties and Responsibilities

Administration/Task Management: Holds self-accountable for assigned responsibilities; sees tasks through to completion in a timely manner.

- Develops and implements preventative medicine programs, quarantine protocols, and biosecurity procedures.
- Maintains accurate and timely animal medical records using zoological record systems (e.g., ZIMS).
- Participates in budgeting, planning, and veterinary hospital operations.
- Oversees daily operations of the veterinary hospital, ensuring efficiency, organization, and compliance.
- Serves as an active member of senior staff, contributing to strategic planning and institutional initiatives.
- Contributes to and helps guide the Institutional Collection Plan (ICP).

- Ensures compliance with AZA accreditation standards and applicable federal, state, and local regulations.

Skills Proficiency/Technical Aptitude: Skillful in use of tools, hardware, software, and equipment.

- Performs clinical exams, diagnostics, anesthesia, and surgical procedures across diverse species.
- Utilizes diagnostic equipment including laboratory tools and imaging technologies.
- Conducts necropsies and interprets laboratory findings to guide treatment and preventive care

Leadership/Role Model: Acts a role model and peer leader among teammates and colleagues.

- Supervises veterinary hospital staff, including veterinary technicians, interns, and support personnel.
- Provides direction, assigns work, develops schedules, and monitors workflow for veterinary staff.
- Conducts performance evaluations, provides coaching, and implements performance improvement plans as needed.
- Participates in recruitment, interviewing, hiring recommendations, onboarding, and training of veterinary staff.
- Exercises disciplinary authority in accordance with City policies, including documentation and corrective actions.
- Ensures staff adherence to medical protocols, safety standards, and regulatory requirements.
- Fosters a positive, collaborative, and accountable team environment within the veterinary department.
- Collaborates closely with the Zoo Director and Collection Curator on overall animal health and welfare across the collection.
- Serves as a professional resource for animal health and welfare decisions.
- Represents the Zoo in professional settings, community outreach, and media appearances as appropriate.
- Promotes a culture of safety, collaboration, and continuous improvement

Stewardship/Resources: Safeguards equipment, supplies, and materials.

- Maintains veterinary equipment and pharmaceutical inventories in accordance with regulations.
- Ensures responsible use of medical supplies and controlled substances
Supports sustainability and responsible resource management within veterinary operations

Development/Professional Development: Participate in opportunities to earn or maintain professional credentials and certifications.

- Maintains veterinary licensure and professional accreditations.
- Participates in continuing education, AZA programs, and professional organizations
Engages in research, conservation initiatives, and knowledge sharing within the zoological community

Performance Expectations

- **Communication:** Articulates thoughts and ideas clearly and effectively to exchange information. Listens to others and provides useful feedback.
- **Work Ethic:** Demonstrates personal accountability, effective work habits, integrity, and ethical behavior.
- **Teamwork:** Works well as a part of a team through respectful and collaborative relationships with colleagues, customers, affiliates, and stakeholder groups.
- **Problem Solving:** Improves, designs, refines, and develops solutions to complex animal health and operational challenges using critical and creative thinking.
- **Initiative:** Determines what needs to be done and acts on it. Takes charge before others do and/or without being instructed.

Education and Experience

- Doctor of Veterinary Medicine (DVM or VMD) from an accredited institution
- Minimum of two (2) years of experience in zoological, exotic, or wildlife medicine preferred
- Experience with anesthesia, surgery, and diagnostics in a multi-species environment preferred

Certificates, Licenses, Registrations, and Skills

- Valid Driver's License
Current veterinary license in the State of Maryland or ability to obtain
- USDA Accreditation (Category II) or ability to obtain
DEA registration (or ability to obtain)
- Board certification or eligibility in the American College of Zoological Medicine (ACZM) preferred

Physical Requirements

- Work may require moderate physical effort including lifting, restraining animals, and working in indoor and outdoor environments.
- Exposure to animals, zoonotic diseases, and varying environmental conditions.
- Work may involve weekends, holidays, on-call responsibilities, and participation as a member of the Zoo Safety Team.
- Work environment involves risks requiring adherence to safety protocols, including animal handling and use of medical equipment.

The above job description is not intended as, nor should it be construed as, exhaustive of all responsibilities, skills, efforts, or working conditions associated with this job.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this job.