



1st pet
VETERINARY
CENTERS



EARLY
CAREER

MENTORSHIP PROGRAM

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**100 %
Employee
Owned**

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Emergency Medicine

THREE LOCATIONS



1st Pet Veterinary Centers has three well-established locations in the metro-Phoenix area in which we offer:

Primary & Wellness Care
Emergency & Urgent Care
Soft tissue & Orthopedic Surgery
Internal Medicine
Rehabilitation
Radiology services

We have collaborative relationships with local *Cardiologists, Oncologists, Neurologists, Dermatologists and other specialists* in the valley, in order to offer whatever expert care our patients require.

Although many practices provide these services, what makes us unique is that we are **100% employee-owned** (a first in the industry) and we practice open book management, encouraging our team members to understand and play an active role in the business. It is vital to our culture that team members not only thrive in their position but continue to learn and grow. Although many in our industry are passionate about pets and their people, our employee owners' dedication is reflected in our many certifications, awards, and industry leading practices.



FULL TIME
Veterinary
Social
Work
Program

Professional Development

Dedicated Technical Training

Financial Literacy Education

Leadership Coaching

Career Path Mentoring

The Mentorship Program is intended for new grads or established doctors looking for a career change to Emergency Medicine. (It does not replace/substitute an internship, required for application to a residency). This program is an intensive learning opportunity, but 1st Pet emphasizes a sustainable, enjoyable, flexible working environment where work/life integration is possible.

Didactic Program: Our Program is delivered using a combination of on-site, off-site, and on-demand modalities.

- Weekly lecture series for the first 12 weeks, then monthly literature/M&M Review
- Skills labs: POCUS, RECOVER, vascular access, enteral access, flexible endoscopy, bandages and splints, extended ALS and mechanical ventilation, and cadaver labs
- Mentored General and Emergency surgery experience
- Creation of educational presentations to demonstrate your understanding and mastery of key concepts to peers.

Financial + Self Awareness:

- Participate in the Great Game of Business with the only multi-location, 100% employee-owned veterinary hospital. Learn to forecast and track key performance indicators, take part in committees, talent, and leadership development programs.
- Learn effective interpersonal communication strategies for working with clients and team members with our social work team. Psycho-social support and well-being trainings are also available.
- A Mentor/Buddy is selected early in the program to travel this road with you
- Quarterly evaluations and feedback

Experiential Program: Initially, receive mentored case management under the guidance of an experienced attending emergency veterinarian. After an intensive on-boarding period, escalating direct case management responsibilities are granted as you attain confidence and competence. All of our doctors have easy access to colleagues when questions arise. With independence, experienced emergency doctors and Board-Certified Specialists in Internal Medicine, Surgery and Critical Care are either on-site or a phone call away.

- All doctors have access to STAT and comprehensive in-house laboratories, point-of-care ultrasound (POCUS), & digital radiology studies interpreted by Radiologists. An 8-slice CT scanner is available at the NV location, a 64-slice CT scanner is available for use at the Chandler and Mesa locations, and a flexible endoscope system is shared by the hospitals. Vapotherm high flow oxygen systems are available at all 3 hospitals and a Pulmonetics LTV 1200 ventilator is also available.



**BOARD CERTIFIED
SPECIALISTS**

On site or a phone call away



SUPPORT
easy access to colleagues



Flexible Training

The 1st Pet Veterinary Centers' Early Career Mentorship Program is a full time position that harnesses the knowledge, energy and time of experienced emergency doctors and board-certified specialists motivated to accommodate your career goals in Emergency Practice – all with a market-leading compensation plan. The first-year salary is about \$120,000 based on anticipated progress from direct mentorship to more independence and core shift coverage following Boot Camp (12 weeks). Once you are comfortable seeing cases independently for entire shifts, additional per diem or hourly pay is available for optional coverage of open shifts or to provide on-call help during a case surge at one of the hospitals.

We offer a wide array of benefits including: health, vision, dental, disability, life and accidental death insurance; 50 hrs PTO and one week of vacation; 401K and Employee Stock Ownership Plan for retirement savings; AZ State Licensure, AVMA, PLIT, DEA, VIN, Plumb's, VetGirl memberships; Fear Free and RECOVER BLS/ALS Certification; \$3000 in continuing educational funds for outside CE; AND...no non-competes, restrictive covenants, or multi-year contract obligation.

We want you to want to work here and stay for the right reasons!

Your schedule will include an equitable mix of traditional hours (weekdays) and non-traditional hours (nights, weekends, holidays). Each shift is about 12 hours, and you can expect to be scheduled on-service 36-42 hours per week (14 shifts per 28-day period). Additional time will be required for attending lectures, studying lessons and pertinent literature, creating educational content, and case/procedure preparation. Initially, you will have mentored case management under the guidance of an experienced attending veterinarian. In time, you will be permitted escalating direct case management responsibilities as you attain confidence and demonstrate competence.



ROOM TO GROW

More responsibilities as you attain confidence & demonstrate competence

FUTURE LEADER

Our goals with this program are to grow future employee-owners and leaders, as well as provide skills necessary to achieve a meaningful career in veterinary medicine. Employment is at-will, with conversion to permanent employment desirable at the end of the program, or sooner, if there is reciprocal interest. This is not an internship program, so there is no obligation to complete the program if 1st Pet Veterinary Centers is not the right place for you.

MEET YOUR
CAREER GOALS



Is this program right for you?

Successful candidates will possess emotional intelligence and a desire for life-long, continuous learning. We will help hone your knowledge base and clinical talent - as long as you are willing to provide an enthusiasm for PETCARE.

Chandler

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480-732-0018

Mesa

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480-924-1123

North Valley

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