

Practice Partners Digest

May 2023

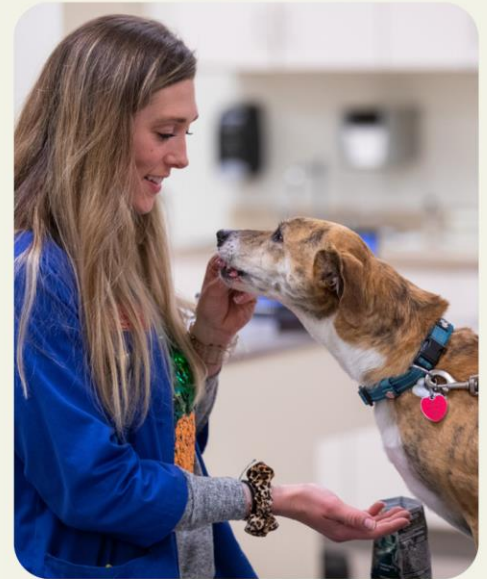
IOWA STATE UNIVERSITY
College of Veterinary Medicine



Practice Partners Digest

ISU-CVM is supportive of our veterinary students interacting and developing relationships with veterinary colleagues regarding future professional employment opportunities. The Practice Partners Program was developed as a collaboration with SAVMA@ISU to foster these relationships.

The purpose of this monthly newsletter is to equitably and consistently share information from Practice Partners with the veterinary student body at ISU-CVM.



ISU-CVM Practice Partners Program



**Digital Communications
and Advertising**



**In-Person Networking
and Job Fairs**



**Facilitated Events
with Student Clubs
and Organizations**



**Individual Student
Career Development
Consulting**

For more information about the ISU-CVM Practice Partners Program, visit:

<https://www.regcytes.extension.iastate.edu/vmppp/>

Family Pet Hospital & Galena Square Veterinary Clinic



- **LIFE CHANGING CAREERS START HERE!**

- Outstanding Non-Corporate Veterinary Hospital looking to invest in you!
- Seeking associate DVMs to join our program of excellent, progressive medicine with unparalleled mentoring in an uplifting, compassionate, team environment.
- Are you ready for a great work-life balance and the opportunity to get to know your clients, patients, and the team you work with?



- **We are the Practice & Lifestyle you are looking for!**

- Accepting applications for a limited time.
- Contact us today!



- Family Pet Hospital & Galena Square Veterinary Clinic
- Email resumes or other inquiries: fphbeebe@gmail.com
- 608-348-9581

- Websites: <http://familypethosp.com> or <http://galenasquarevetclinic.com>

- ✓ Progressive, high-quality, small animal medicine in a rural setting.
- ✓ Well-equipped clinics: IDEXX Labs w/ SediView; Digital Dental & Full body x-rays
- ✓ Ultrasound; Cold therapy laser, Paperless records.
- ✓ Mentorship to enhance surgical and diagnostic skills. (We've got your back!)
- ✓ Great Compensation & Benefits
- ✓ \$5,000 tax free Student loan payment or sign on bonus
- ✓ Generous CE benefit!
- ✓ Family Oriented Culture! Families Are Our First priority!
- ✓ Communities with Hometown Values. A terrific place to raise a family.
- ✓ Room to have some livestock, a horse, or a large yard for dogs (and kids)!
- ✓ Lower cost of living!
- ✓ Close to Madison, WI and even closer to Dubuque, IA.



Ada Veterinary Hospital is a privately owned small animal practice in Boise, Idaho seeking a motivated veterinarian to join our practice. We can provide a tailored mentorship for new graduates as desired. We opened a second, newly built clinic in Meridian the beginning of 2021. The two clinics are about 15 minutes apart.

Our clinic services primarily well and sick pet exams, daytime emergencies, soft tissue surgery, dentistry and some orthopedics with a strong focus on preventative medicine. If you are wanting to add to the above list, we welcome new services if the interest/need from clientele is there. You will have the freedom and autonomy to practice best medicine with support and consultation from the rest of the team.

Both locations are fully equipped with in-house bloodwork and urinalysis capabilities, digital radiography, dental radiography, and ultrasound. We offer the services of a complete hospital currently supported by 1 part time and 3 full time veterinarians. There is one larger specialty and emergency hospital in the area with many other clinics open after hours for emergencies. There are no on-call responsibilities.

Doctor's hours at the two locations are M-F 8:30 - 5:30PM with the Boise location open Saturdays from 8-5PM. Associates typically have one afternoon to one full day off during the week and approximately one Saturday shift every other month at most. We see scheduled appointments throughout the day but will see emergencies and drop-off appointments when the need arises but only as approved by the staff veterinarian.

An associate veterinarian can expect a competitive contract including but not limited to retirement matching plans, health insurance, continuing education stipend, professional license fees/dues reimbursements including DEA, and 4 weeks' vacation time. Relocation assistance available.

Boise and Meridian have each been listed as some of the top cities to live in. Depending on your interests, Boise has a vibrant downtown atmosphere or a short drive out of town into the mountains, rivers, and lakes that can lead to unlimited outdoor adventures any season of the year.

We are open to negotiation as described above as we really want to fit this lifestyle to your unique needs. We look forward to hearing from you and would be happy to answer any additional questions about the position, Ada Veterinary Hospital, or Idaho. Please contact Brianna Maleki, DVM at dogtormaleki@gmail.com or (605) 906-1392 call or text.

OPPORTUNITY

Calling All Vet Students— Looking for a Summer Job?

Join the VetCor Family



800+ LOCATIONS

VetCor offers a wide variety of practices across the United States and Canada.



EXPERIENCE

Summer jobs allow students to gain firsthand experience in the veterinary field and make valuable connections.



MENTORSHIP

Experienced and thoughtful mentors committed to helping you enhance your skills.



VetCor
CAREERS

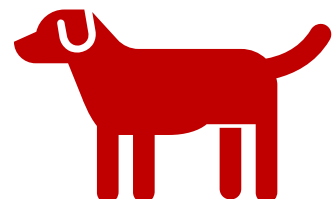
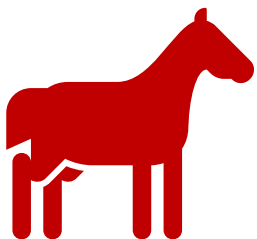
Text summerjob2023
to 781-512-7172 or
scan to apply!



Hometown Veterinary Care

New London, IA

- Mix Animal / Exotics Veterinarian – Full Time
- Hometown Veterinary Care in New London, IA is looking to add to our veterinary family with 4 new full time Mix/Exotics Veterinarians. Hometown Veterinary Care is a 3-doctor mixed animal practice consisting of roughly 25% equine, 3% small ruminants / exotics, with the remainder being small animals. Our workload also consists of equine, ruminant, and small animal reproduction and avian medicine.
- HVC is in the process of building a new clinic with a planned groundbreaking in spring of 24'. With the completion of our new clinic, we'll be purchasing a CT machine making Hometown Veterinary Care one of only 3 clinics in Iowa with this capability. When you add that to our mobile digital X-Ray and the fact that we already boast the most prolific lab in the area, and it all adds up to the most technologically advanced clinic in Southeast Iowa and in the top tier in our state rivaled only by Iowa State University and one other reference clinic.
- With the most prolific lab in Southeast Iowa, AI driven diagnostics, and the coming addition of CT capabilities, HVC is on the cutting edge of veterinary medical tech. Only minutes to major population centers and a short 45min plane ride to St. Louis and Chicago, Southeast Iowa offers the best of all worlds. We're just far enough out for small town values and low living expenses but close enough to take advantage of all the big cities have to offer.
- Qualified Veterinary applicants will be 3rd or 4th year DVM candidates, but we are willing to interview 2nd year candidates as well. We will train newly graduated Veterinarians and offer a close nit working environment fostering an environment of cooperation, mentorship, and an openness to work as a doctoral team rather than individuals. We prefer candidates to have a background in or have been on a mixed animal track and interested in exotic medicine but will interview all applicants. All candidates must be willing to work in a fast-paced environment where patients' needs come 1st.
- Benefits include but are not limited to, vacation, 401K, health insurance, employee discounts for services and products, clothing allowances, employee outings, company vehicle, and salary competitive with national averages with sign on bonuses negotiable.
- Interested candidates can contact our practice manager at jmkata@hometownvetcare.com or call 319-367-5511.



EXTERNSHIPS

Iowa State University

-  Iowa & beyond
-  Custom experience
-  Networking opportunities



EXTERNSHIPS



IOWA
AND BEYOND



CUSTOMIZE
THE EXPERIENCE
TO FIT YOUR NEEDS

NETWORK
WITH EXPERIENCED
VETERINARIANS



WESTERN VETERINARY PARTNERS

A PEOPLE-CENTRIC
VETERINARY SUPPORT
ORGANIZATION

WESTERN
VETERINARY PARTNERS 

ISU Cyclones: Bring your passions and new ideas to Western Veterinary Partners!

WVP believes that #AdventureAwaits for the next generation of veterinarians and we are excited to expand our Extern Exploration Experience to Iowa State students. Whether you're looking to stay in Iowa, return to your hometown, or venture out to the coast, WVP has exciting opportunities for you to advance your skills and take the next steps in your veterinary career.

We operate as a [people-centric organization](#), focused on current and future doctors (like you!), and are on a mission to improve the lives of veterinarians across the United States. For current students, gain hands-on experience while learning from talented DVMs and discover potential future practices you can join after graduation. For graduating veterinarians, we have opportunities to launch your medical career in a patient-focused and team-oriented environment. We also developed a structured mentorship program designed to support early career veterinarians during their first few years as a practitioner.

Whether you're a 1st year or 4th year student, with WVP, you can direct your next adventure.

- Choose your ideal location in the U.S.
- Determine your ideal experience – Small animal, mixed animal, Fear Free environment, 24/7 emergency services, Dental only, Feline only, you name it!
- Receive a real-world experience not always found in a classroom setting
- Expand your veterinary network and connect with talented doctors, technicians, and support staff team members
- Evaluate your options for potential future employment
- Receive up to \$1,000 stipend to help with travel/housing
- Begin your career with a solid foundation and WVP's robust benefits package

If you're interested in influencing the future of veterinary medicine and are eager to find a support system that will help you reach your personal and professional goals, contact externships@westernvetpartners.com today or complete an Externship Request Form here: [Externship Request Form](#)

To learn more about our externship experience and career opportunities, visit www.westernvetpartners.com.

Your next Adventure Awaits with Western Veterinary Partners. We look forward to hearing from you soon.



We're on a mission.

Founded in 2017, MVP is a veterinary services organization providing care for millions of pets across the country. While it's important to know what we are, it's more important to know what drives us, our mission: to be the employer of choice in veterinary medicine. We are here to address the systemic challenges in veterinary medicine for our team members and become a catalyst for change in the greater profession. From non-competitive wages, to crushing student loan debt, compassion fatigue, and increasing demand of veterinary staff, the veterinary community is facing difficult challenges daily. We believe there is a better way and that is our reason for being.

MVP is committed to changing the veterinary profession. We are excited to welcome students to our veterinary teams. We are strongly committed to mentorship and offer a hands-on, immersive experience to teach you to become doctors or veterinary technicians.

Why you should apply for a DVM Externship:

- Hands on experience: learn to be a doctor!
- Customized experience based on your goals
- Housing reimbursement
- Travel reimbursement up to \$300

DVM Externships Our externship program is customized to create a hands-on experience tailored to your individual goals at one of our top hospitals across the country. You have the option of a 1 to a 3-week externship at many of our MVP hospitals. We are strongly committed to mentorship and offer a hands-on, immersive experience. The externship program is geared towards 3rd and 4th years students who are enrolled in an accredited Doctor of Veterinary Medicine program, and you must be authorized to work in the US. 1st and 2nd-year vet students should consider our break work program (learn more here). MVP does provide a set reimbursement to offset travel and housing costs for our externships.

Veterinary Technician Externships Our Vet Tech externships are designed for students to gain real-work experience in a clinical setting under the supervision of a Licensed, Registered, or Certified Veterinary Technician! Our VT externships vary based on school requirements.

Learn More at <https://missionvetpartners.com/student-opportunities/student-externships/>

Iowa Hospitals



MEET OUR TEAMS

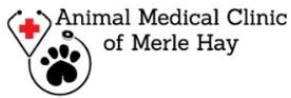


We work hard to improve the health, happiness, and longevity of our treasured pets by providing the very best veterinary care available in the Des Moines area. The better the service, the better the care. That's our promise to you, your pet, and to ourselves.



At KPVH our job is not only to treat the pet when he or she isn't feeling well, but also to help clients learn how to keep their best friend happy and healthy. We have been providing complete, quality, medical, and surgical care in the Davenport community for over 35 years

Our goal is to provide veterinary care that consistently exceeds expectations. We believe that this level of care can only be provided by considering the unique needs of both the client and the patient, and by serving our clients with medical and surgical excellence, courtesy, efficiency, and above all, compassion.



Abel Keppy Animal Hospital located in Bettendorf offers quality veterinary care through the use of state-of-the-art diagnostic equipment and our staff are second to none. We are among the few veterinary hospitals qualified to offer laser surgery.

Outfitted with all of the latest equipment and technology, we provide the highest quality veterinary care available in the Des Moines area. In addition to our dedication to our patients, we also feel strongly about giving back to the community in which we live and work.



Family Pet Perry Creek located in Sioux City is a spacious and modern, fast paced hospital with a rapidly expanding client base. Our hospital is well established in the community with a high retention rate.

Located in Urbandale, Value Vet offers the experience of a full-service veterinarian at walk-in clinic prices. Our team is dedicated to making high quality care accessible to all pet owners in our community.



Established in 1984, the Anamosa Veterinary Clinic maintains an extensive staff of veterinarians, technicians, and assistants. Fast paced productive environment serving small and large animals. Our culture aims to make the client and their pets come first.



...to improve the comfort and well-being of pets by providing progressive and compassionate veterinary care. We develop a team of individual sites that share knowledge to achieve sustainable growth.

To apply or learn more please reach out to Megan Brinkmeyer, Recruiter At:
Megan.Brinkmeyer@nva.com | (618) 219-5885



[Eastgate Animal Hospital](#) in Cincinnati, OH is looking for a full-time Veterinarian with a passion for surgery to join our experienced and collaborative team!

Eastgate Animal Hospital is a full-service small animal hospital that cares primarily for dogs and cats, but **also has the capability to see large animals**. We have been providing families and their pets with experienced veterinary care since 1968.

What sets us apart:

- We are a full-service hospital. We offer routine exams & vaccines, dental care, a variety of basic and advanced surgery, endoscopy, digital radiography, grooming, boarding, and doggy daycare.
- We have TPLO/Major orthopedic capabilities and equipment.
- Experienced registered Veterinary Technicians – one that has been here for 24 years, another for 15 years.
- Digital Radiography – including dental digital x-ray.
- Ultrasound and endoscopy equipment.
- Ability for a doctor to do a full day of surgery/to focus only on surgeries.
- Opportunity to work with local rescue organizations.

What sets us apart the most is our family atmosphere. The fact that we can joke around with one another and are always here for one another.

Our ideal candidate is someone who is interested in surgery, and dentistry. **This position is a great opportunity for anyone interested in orthopedic surgery and includes an additional orthopedic surgery continuing education reimbursement!** We have an experienced doctor team that is happy to mentor a new graduate and an extremely skilled, enthusiastic support staff to help you be the best doctor possible.

We take the health and well-being of our employees seriously, offering flexible working conditions and encouraging a well-rounded work/life balance. We offer a competitive salary with high earning potential, high quality health, dental, and vision insurance, optional life insurance, disability insurance, 401K, generous CE allowance, reimbursement for membership dues and license fees, and many more discounts and supplemental insurance options! **Commitment and relocation bonuses available!**

If you are passionate about animal care and want to join a growing and dynamic animal healthcare community, we would love to hear from you! Please email **Jessica Rushenberg** at jrushenberg@petvetcarecenters.com to connect with Eastgate and other new grad opportunities!

Prairie View Animal Hospital in Dekalb, IL is seeking an Associate Veterinarian



Prairie View Animal Hospital, one of the premier small animal practices in North Central Illinois, is looking to add an associate veterinarian and will consider both FT and PT. We are a long-established, privately-owned hospital with a reputation of providing high-quality, compassionate, family-oriented pet care. We foster long-term relationships with our loyal clientele, and we have been with many of our clients and their families through multiple generations of pets.

The DeKalb/Sycamore area is the ideal location for those who prefer a variety of lifestyle options – rural, suburban, and urban. We are conveniently located 30 minutes from the suburbs and 1 hour from downtown Chicago. Quality of life is extremely important to us – we offer generous PTO, no after-hours emergency calls and Saturday hours of 8am-noon with at least every other Saturday off. Our competitive salary will be commensurate with skills and experience. We also offer 401K and health insurance. New graduates are welcome to apply. We have an outstanding support staff; several have been with us for 15+ years and we utilize our staff to their fullest potential which allows our doctors to concentrate on only the “doctor stuff”.



The ideal candidate will have excellent communication and teamwork skills. Our team works hard and professionally, but we also like to laugh and enjoy our time at work! Interest and experience in both medicine and surgery is ideal. Our two doctors have over 65 years of combined experience and mentorship is always available. We stress CE and will provide training opportunities to improve upon existing skills and learn new techniques.

Come and see what Prairie View Animal Hospital and the DeKalb/Sycamore area has to offer! Please direct inquiries to Dr. David Emmert at docemmert@frontier.com.

LEARN

WITH SVP

FIND YOUR PASSION WITH HANDS-ON
VETERINARY EXPERIENCES



GO | Southern
Veterinary
Partners
Golden Opportunities for Students



PAID

PAID

SVP GO STUDENT OPPORTUNITIES

1ST - 3RD YEAR STUDENTS
2 - 4 WEEK SUMMER TRAINING

Work in active clinical environments with this immersive program, under the careful guidance of our most experienced DVMs!

- Scrub-in and assist with surgical procedures
- Work in specialty clinics
- Help provide emergency medical care

SVP GO EXTERNSHIP PROGRAM

4TH YEAR STUDENTS
2 - 4 WEEKS

Shadow a DVM and get real life experience at one of our 300+ hospitals across the U.S.

- Perform essential tasks under expert supervision
- General practice and specialty/emergency positions available

Our DVM Student Program with Southern Veterinary Partners (SVP) gives you beneficial working experience while providing valuable mentorship, and networking opportunities. The program offers four-week summer job opportunities for 1st and 2nd year students and externship opportunities for 3rd and 4th year students.

SVP pays \$500 weekly taxable for each student opportunity.

Scan to
Apply Now!



SVP 
Southern Veterinary Partners

Come Join Our Team!



Veritas Veterinary Partners is excited to announce that we are looking for
Specialty and Emergency Veterinarians to join our hospital teams!

Specialty and emergency veterinary care is what we do and creating a network of trust and opportunity for veterinary professionals is who we are.

Positions:

- Board-Certified and Residency-Trained Specialists
- Emergency and Urgent Care Veterinarians
- Emergency Veterinarian Mentorship Program
- Student Opportunities

Locations:

- Wheat Ridge Animal Hospital in Wheat Ridge, CO (Denver area)
- Las Vegas Veterinary Specialty Center & Veterinary Emergency and Critical Care in Las Vegas, NV
- Pet Emergency and Specialty Center of Marin in San Rafael, CA (San Francisco area)
- AVSG Internal Medicine and Urgent Care & Veterinary Surgical Specialists in Tustin, CA (Orange County area)
- Garden State Veterinary Specialists in Tinton Falls/Eatontown, NJ
- Garden State Veterinary Services in Iselin/Woodbridge, NJ
- Greater Staten Island Veterinary Services in Staten Island, NY

Compensation & Benefits:

- Highly competitive salary based on experience and position
- Sign-on bonus, relocation allowance, and equity for applicable roles
- CE allowance, PTO, and membership/licensing fee reimbursement
- Employer paid basic life insurance and 401k with company match
- Health, dental, and vision insurance options, some plans paid 100%
- Talkspace mental health support

The Animal of the Month is: the Red Admiral butterfly (Vanessa atalanta)



Visit our website at www.veritasvetpartners.com to learn more about how Veritas can be your next career home! View our open positions and apply at <https://careers.veritasvetpartners.com/>.

CAUTION

Dream job awaits you!

So you're a DVM looking for a change? How about a jump to a high quality independent practice located in a vibrant family oriented community that young families are flocking to? With excellent medical staff and state of the art equipment and procedures (like stem cell therapy), we provide friendly, caring veterinary care to all classes of animals. NO two days are the same. Mentoring on a continuous basis by a seasoned staff and production based bonuses make the clinic a great place to work.

Apply today by sending your resume to manningvets@gmail.com.



Job shadowing and internships available



VETERINARY ASSOCIATES OF MANNING

1603 Enterprise St, Manning, IA 51455

(712) 653-2607

www.manningvets.com

Associate Veterinarian

Sioux Center Veterinary Clinic

1253 North Main Ave

Sioux Center, IA 51250

Phone: (712) 722- 0518

Email: DrCariVZ@gmail.com

HR Email: joshuacvz1509@gmail.com

HR Phone: (712) 574-3400

Mission: *"To provide high-quality services at a cost-effective rate as measured by animal health outcomes and customer satisfaction. We do this through the lens of our values."*

Vision: *"To be recognized as a leader in delivering high-quality, cost-effective animal health care in the tri-state area."*



About the Vet Clinic and the Position

Sioux Center Veterinary Clinic has been a part of the Sioux Center community for 30 plus years. Dr. Cari took over ownership in 2019. We offer a variety of mixed animal services including bovine feedlot consulting, bovine processing services, bovine reproduction, small ruminant reproduction, small ruminant consulting, small animal surgery, small animal reproduction services and much more. The successful candidate for this position must have excellent communication and problem-solving skills, as well as a genuine passion for helping animals. Speaking with empathy to our clients and ensuring their pets are healthy and comfortable is a key component of this position. If you are looking for a schedule you can negotiate, a strong team environment, a fast-paced work day, opportunity for student loan assistance and potential for profit sharing; then apply today

Responsibilities:

- Diagnose and treat health problems.
- Understand medical procedures and equipment.
- Provide treatment to sick animals.
- Communicate with owners results of examination.
- Surgical procedures
- Pharmaceutical knowledge and ability to prescribe
- Create treatment plans for a variety of mixed animals.
- Continual learning and innovation
- Looking for ways to continually grow our practice
- Approximately 50% large and 50% small animal *(If you want to focus more in one area, we can make this happen)*

Salary: \$85,000.00 - \$150,000.00 per year *(Based on experience and schedule you choose to work)*

Benefits: 401(k), 401(k) matching, Flexible schedule, Health insurance, Health savings account, Paid time off, Parental leave, Professional development assistance, Tuition assistance, and a self- determined schedule.



Nodaway Veterinary Clinic, Inc.

Maryville, MO

Nodaway Veterinary Clinic, Inc., a four veterinarian, mixed animal practice has an immediate opening for an Associate Veterinarian. The practice is approximately 50% food animal and 50% companion animal/equine. We are looking to add an associate to our team of doctors who has an interest in practicing mixed animal medicine and/or an associate who wants to practice with an emphasis in companion animal medicine.

We are a cow/calf driven practice with an excellent food animal/equine haul-in facility. Theriogenology is an important component of our practice. We provide bovine pregnancy checking both manually and by ultrasound, and do bull semen evaluations (BSE), and perform bovine artificial insemination (AI). Our clinic also performs both fresh and frozen semen equine artificial insemination, as well as Progesterone testing and canine surgical artificial insemination.

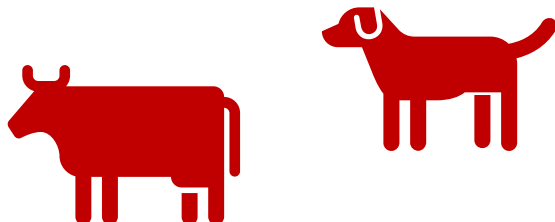
Our collaborative, fast-paced clinic is located in a friendly Northwest Missouri community with a Division II University offering a unique blend of athletic and cultural events. Our community has a recreational lake and park with exceptional fishing, equestrian RV park, camping, hiking, and boating. There is also an 18-hole golf course with an additional 9-hole short junior/executive course and putting green on sight.

Maryville, Missouri is located approximately 40 minutes North of St. Joseph, Missouri, 1½ hours North of Kansas City, Missouri, and within 2 hours of Des Moines, Iowa and Omaha, Nebraska.

Our veterinarians and staff have been serving Maryville, Northwest Missouri, and Southwest Iowa with professional veterinary care for over 50 years. Today, the practice has grown into a regional progressive multi-doctor, mixed animal practice known for its excellence in service and quality veterinary care. We hope to ensure a positive impact on our patients, animal owners, and local community.

The general facility is well equipped with gas anesthesia, dental scaler and polisher, bone-plating, blood profile diagnostic machines, portable ultrasounds, CR radiograph, and cryotherapy equipment. The food animal/equine haul-in facility has an inside working hydraulic chute, hydraulic tilt table, and indoor livestock pens. There are three portable chutes, two of which have scales. The haul-in facility is also equipped with equine stocks and separate equine surgery room, power float, and horse stalls. Ambulatory truck and inventory are provided. The staff is knowledgeable and friendly. Preceptorships/Externships are welcomed and encouraged as well as working job interviews. Competitive compensation and benefit package offered.

If you are interested in more information about our available Associate Veterinarian position, please forward me a convenient time and I will be happy to discuss the position in more detail. I have included my contact information below.



Contact Information:

Dr. Ed Powell

Nodaway Veterinary Clinic, Inc.

23664 Bus. Hwy 71 North, P.O. Box 68

Maryville, MO 64468

660-582-2300 (clinic phone number 7am-5pm) or

660-254-8031 (cell phone number)

E-mail address: e_powell_dvm@hotmail.com



New Associate Doctors Needed – Do you desire to be employed in a collaborative work environment where amazing things happen each day?



A complete state-of-art hospital with internal medicine, soft tissue, orthopedic, dental, advanced imaging (CT, Ultrasound, Digital Radiography), physical therapy services, seven certified veterinary technicians, excellent support staff, great salary, benefits, and much more. Contact Dr. Steve Dullard at sdullarddvm@gmail.com, call 815-228-3845, or write 2400 Chartres St., LaSalle, IL 61301. Visit our website to find out more about our practice and services or request a PowerPoint hospital tour. Let us ignite your career and discover your possibilities!



Our Core Values:
Positive Attitude,
Compassion,
Professionalism,
Desire to Educate,
and a "Can Do" mentality.

Our purpose: To make a difference we are proud of.

- Guaranteed Base plus Production Percentage
- Sign-On Bonus,
- Health, Dental and Vision Insurance,
- Retirement Simple IRA Plan,
- AVMA and State VMA Dues,
- CE Stipend,
- Controlled substance license reimbursement,
- Paid Time Off,
- Pet Care Plan,
- Dedicated time per week for surgical/dentistry mentoring for new graduates,
- Lots of Opportunity to Grow and Build Confidence.
- Live in a progressive safe centrally located small city with excellent access to two major airports and three state parks.



Ancarevet.com

Externship Opportunities in Las Vegas

Open to 3rd and 4th-year
veterinary medical students.



See patients
alongside
our doctors.



Work with doctors with
interests in surgery,
wellness, cardiology,
rehabilitation,
exotics, and more.



Gain hands on
surgical experience
through our shelter
spay/neuter
program.



Experience
working at a
functioning general
hospital.



On-site housing
and transportation
available for all
externs.



Explore
Las Vegas!



To apply, please contact
Hospital Administrator
Mike Falconer: mikef@craigrd.com
702.645.0331

Animal Medical Clinic, P.C.

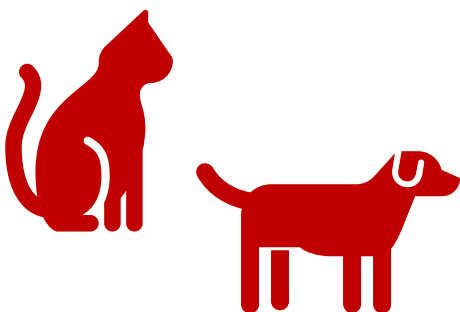
Marshalltown, IA

Animal Medical Clinic, PC is seeking a full-time associate veterinarian for our privately owned companion animal practice in Marshalltown, Iowa that is growing by leaps and bounds.

We offer a competitive salary commensurate with experience and a benefits package that can be tailored to the new doctor's needs.

Compassionate and enthusiastic individuals with a desire for continued learning, mentorship and a passion for patient care should apply.

Please forward cover letter and resume to sidney0527@mediacombb.net.



A helping hand to
start your career
 on the right foot.



Learn and build confidence

Mentorship Program

- ✓ **One-on-one program** with experienced and dedicated mentors who focus on your areas of interest and development
- Primary Care – 6 months
- Emergency Care – 6 months

Continuing Education

- ✓ **\$3,000 annual stipend** for opportunities of your choice
- ✓ **40 hours additional PTO** for CE
- ✓ DEA license covered

Reduce financial stress

Student Debt Contributions

- ✓ **\$1,000 monthly payments** during your first year (no gross-up)
- ✓ Direct contributions through a financial institution

Competitive & Stable Compensation

- ✓ Market rate base salary **with no negative accrual**
- ✓ Plus, a **\$2,500 bonus** for each completed VCA program (externship or DVM Summer Experience) up to \$10k



How to Fight Perfectionism as a Veterinary Professional

What is perfectionism?

Perfectionism is the unrealistic desire or need to be flawless. It affects most of us at some point, especially in environments where we're expected to 'prove' ourselves, such as school or work.

We see perfectionist tendencies often among veterinary professionals, especially because this is a high-risk medical field where patient lives may be at stake. While it can be a powerful motivator in healthy doses, perfectionism can quickly become toxic, leading to high levels of anxiety or distress. After all, to 'be all,' 'fix all,' and 'know all' is exhausting, unrealistic, and can lead to burnout.

Where does perfectionism come from?

Managing expectations of ourselves takes self-awareness and a willingness to see ourselves as human. However, it's worth applauding yourself for being part of an elite group of high-achieving humans with big, sometimes scary goals!

Fear-based behaviors are a subconscious method of self-defense; they cause us to judge others so we feel better about ourselves. But in the end, they don't help and create a cycle of perfectionism that's hard to break.

4 strategies for overcoming perfectionism.

- 1. Identify perfectionist tendencies:** Perfectionists tend to have high standards, are driven by a need for approval, and often feel like they're never good enough. Fear of failure, obsessive thinking, seeking reassurance and self-criticism are all signs of perfectionism.
- 2. Set realistic goals:** Use the SMART method to create goals that are specific, measurable, achievable, relevant and time bound. Don't forget to celebrate when you reach milestones!
- 3. Manage stress and anxiety:** Perfectionism can affect your professional and personal life – especially if those around you are perfectionists. Avoid situations where people will offset your efforts because this will only increase feelings of frustration and disappointment for not meeting unrealistic expectations.
- 4. Develop positive self-talk:** Most people don't realize how much negative self-talk goes on inside their heads. [If we change our thinking to focus on our great qualities, we can make real progress instead of being paralyzed by the need to be perfect.](#)

Believe in yourself.

To build a healthy relationship with yourself and fight perfectionism, trust yourself and believe you can do hard things. When you need help, keep these in mind:

- Remember your 'why'
- Show up as you
- Relax around what others think
- Don't measure yourself against others

When you're uncomfortable with new experiences and knowledge, consider the skills and experiences you've had to help face the discomfort. Learn to be okay with asking for help and support – we're in this together, and everyone has to start somewhere. There's no shame in asking for help when it's needed. And don't forget to extend this to others as well. For more information about the health and wellbeing options offered to BluePearl employees visit our [website](#). For externship and summer worker information please visit our [students, interns and residents](#) page, and scroll to the bottom.