**ABOUT VEG**

In 2014, VEG was born with a mission to help people and their pets when they need it most. This meant challenging the status quo and fixing everything that was wrong with the ER experience. Since then, we've expanded rapidly, with hospitals nationwide open 24/7, 365 days a year, and created a better emergency experience—not only for people and their pets, but also for everyone who works here—our VEGgies!

At VEG we find a way to say yes to the career you want in veterinary emergency medicine. This means transforming how ER works, from our open-concept hospitals, where you can handle emergency cases of every kind (even exotics!) to our immersive, customer-focused experience, which helps us give people and their pets the care they deserve.

This also means saying yes to creating the greatest experience possible for our VEGgies. Yes to working in an environment where you can find your place and feel valued for the amazing work you do. Yes to having unparalleled opportunities for learning and mentorship so you can grow where you want to go in your career. And yes to making an impact here in ways you never thought possible.

VEG is a 2025 and 2026 certified Great Place to Work®.

**THE JOB**

As a Hospitalist, you're more than just passionate about helping people and their pets; you thrive on it, especially when they need you most. At VEG, we find a way to say yes to supporting you, so you can be the best, most confident ER professional possible and grow your career in unexpected directions. With a culture rooted in mentorship and continuous learning—from on-the-floor guidance to VEG Education programs and unlimited ER-focused CE—you'll never stop learning. You'll handle management of any critical hospitalized case, and treat every kind of pet, including exotics! As a leader on the floor, you'll have the chance to be a superhero for your customers, backed by a team and resources that empower you to take your career further than you ever imagined.

**WHAT YOU'LL DO**

- Provide dedicated medical oversight and care for all hospitalized patients during assigned 12-hour shifts from 7:00 a.m.–7:00 p.m. or 7:00 p.m.–7:00 a.m.
- Lead the ICU and manage critically ill patients, serving as each hospitalized patient's medical advocate throughout their stay.
- Perform regular physical examinations on all hospitalized cases, review vital signs and diagnostic results, and closely monitor each patient's clinical progress.
- Develop, implement, and adjust comprehensive diagnostic and therapeutic plans based on each patient's evolving needs.
- Manage IV fluid therapy, pain control, oxygen support (including high flow), transfusions, electrolyte abnormalities, nutritional support, and other advanced inpatient treatments.
- Design, calculate, monitor, and adjust complex continuous rate infusions (CRIs).

- Oversee the care of hospitalized exotic pets and patients requiring specialized monitoring or treatment.
- Manage postoperative patients, including recovery, pain management, complication monitoring, and ongoing treatment.
- Perform and interpret point-of-care ultrasound (POCUS) and other diagnostic testing, including radiographs, bloodwork, and additional imaging when appropriate.
- Collaborate closely with emergency doctors, nursing teams, and hospital leadership to ensure coordinated, high-quality patient care.
- Conduct structured patient rounds and provide thorough medical handoffs to ensure continuity of care between shifts.
- Communicate directly and compassionately with customers regarding their pet's condition, progress, prognosis, treatment options, and changes to the medical plan.
- Review and update treatment plans and estimates as a patient's condition and care needs evolve.
- Create timely, complete, and accurate medical records and SOAPs for all hospitalized patients.
- Demonstrate the value of recommended diagnostics and treatments by clearly explaining the medical rationale and addressing customer concerns.
- Educate customers on discharge instructions, medication administration, follow-up care, and preventative measures when appropriate.
- Work closely with the patient's primary veterinarian to ensure appropriate follow up and rechecks following discharge.
- Elevate the standard of medicine throughout the hospital by educating and mentoring doctors through case rounds, doctor meetings, case reviews, lectures, and wet labs.
- Serve as the hospital's NERD Lead, supporting the education, development, and clinical growth of doctors participating in the NERD program.
- Promote a culture of medical excellence, collaboration, curiosity, and continuous learning across the hospital.
- Perform full diagnostic abdominal ultrasounds and echocardiograms on inpatients and outpatients

**WHAT YOU NEED**

- A DVM or equivalent degree
- DACVECC and DACVIM ideal however not required
- Live and breathe emergency medicine exceptional patient care
- Thrive in team-oriented environments (think hospital retreats, team dinners, happy hours, and more)
- Ability to stand for prolonged hours, kneel, and work on the floor as well as ability to lift up to 25 kg on own and able to support up to 40 kg with assistance
- Must be willing to work in a noisy environment with strong or unpleasant odors
- Availability to work nights, weekends, and holidays on a rotating or as needed basis based on hospital needs
- Work well in a fast-paced environment with people from all backgrounds and different personality types

**WHO YOU ARE**

- Empathetic, instinctively taking a people-centric approach, whether supporting your colleagues or making an effort to understand different perspectives
- Have a sense of humility; acknowledging mistakes, sharing credit with others, and lifting up your team's' accomplishments
- Feel a strong sense of ownership over your work, taking responsibility for outcomes and staying committed to achieving long-term, impactful results
- Curious by nature; you ask insightful questions and continuously seek out opportunities to learn and grow your skills and knowledge

**HOW WE INVEST IN YOU**

- Competitive compensation, including base and 401K match
- Comprehensive health and wellness benefits that start on day one, including QPR training and access to free therapy or counseling
- Based on your role, you may be eligible for equity after one year of full time, active employment with VEG, so you can share in our growth and success
- A BIG focus on learning and growth, from VEG-created clinical and leadership programs to unlimited ER CE + travel stipend (no really!). Full-time credentialed VEGgies receive a $2,500/year travel stipend. Full-time uncredentialed VEGgies receive a $1,000/year travel stipend.
- Clinical student loan repayment so you don't need to worry about your student debt
- Paid parental leave, up to 12 weeks at 100% of regular salary and inclusive fertility and family-building care for all types of families
- Flexible work schedules to support your life outside of work
- Generous employee referral program, so our awesome people can bring in more awesome people
- And the little (big) things, like comfy scrubs, cool VEG swag, and food in the fridge for when you're hungry

**DEI**

At VEG, diversity is not just a word—it's a strength that fuels innovation and kindness. Our mission is "Helping people and their pets when they need it most." And we do that better when our VEGgies (employees) feel valued, respected, and empowered to bring their authentic selves to work. That's why we're devoted to creating an environment that reflects the diverse communities we serve—where different perspectives are not only welcomed but celebrated.

We are focused on providing equitable opportunities for growth, promoting inclusive decision-making, and ensuring that everyone's perspective is considered. Saying yes to VEG means helping us build a culture where your unique experiences and background contribute to a shared vision: being the world's veterinary emergency company.