



Facility Director – Veterinary

Do you dream of leading with heart, science, and purpose? Are you the kind of veterinarian who can confidently guide a medical team and isn't afraid to get fur on your scrubs? If you are passionate about animal welfare, thrive in a dynamic environment, and want your leadership to truly change lives—this might be your next great chapter.

The Humane Society of Kitchener Waterloo & Stratford Perth is looking for an exceptional Facility Director – Veterinary to lead our veterinary operations and help set the gold standard for compassionate, high-quality shelter medicine.

The Humane Society of Kitchener Waterloo & Stratford Perth is a recognized leader in animal welfare, committed to respect, dignity, empathy, and compassionate care for every animal comes through our doors. Through sheltering, advocacy, education, and medical excellence, we help animals and the people who love them build better lives together.

This senior leadership role is based at our Kitchener-Waterloo Centre, with a requirement to work at both our Kitchener Waterloo and Stratford Perth locations, and offers a flexible, negotiable schedule of 3 to 5 days per week. Reporting directly to the CEO, you'll blend hands-on clinical expertise with strategic leadership—supporting incredible veterinary teams, creating safe and effective medical environments, and giving animals the second chances they deserve.

What you will be doing:

- Providing strategic and operational leadership for all veterinary medical and surgical services at the KWHS Animal Hospital and SPHS Clinic
- Overseeing the health and wellbeing of all shelter animals through the development, implementation, and evaluation of medical and surgical protocols
- Leading, mentoring, scheduling, coaching, and evaluating veterinarians, RVTs, veterinary assistants, coordinators, and students
- Overseeing and performing veterinary medical services as required, including animal dentistry procedures following best-practice and pain-management standards
- Ensuring full compliance with the Veterinarians Act and College of Veterinarians of Ontario (CVO) regulations, including maintaining accredited status
- Managing medical inventories, controlled substances, supplier relationships, and equipment/services in compliance with legislation
- Developing, managing, and monitoring operating and capital budgets for veterinary operations
- Supporting investigations through medical examinations, written reports, and testimony when required
- Collaborating with internal and external partners to support education, outreach, fundraising, and community engagement initiatives
- Supporting continuing education, training programs, and mentorship for staff, volunteers, and veterinary externship students

Who You are:

- A licensed veterinarian in good standing with the College of Veterinarians of Ontario (CVO)
- A confident, compassionate leader with strong medical and surgical skills
- Deeply committed to animal welfare and aligned with the Humane Society's mission and values
- Experienced in managing people, priorities, and complex operations in a fast-paced environment
- Highly organized, adaptable, and comfortable making sound decisions under pressure
- An excellent communicator who collaborates well across teams and locations
- Holds a valid Ontario Class "G" driver's license

Working Conditions:

- Emotionally challenging work with animals experiencing a range of medical and behavioral needs
- Participation in humane euthanasia as required
- Mix of clinical, indoor, and outdoor environments with exposure to noise, strong odours, and animal-related risks
- Physical activity including walking, standing, lifting, and animal handling
- Role requires working in both Kitchener Waterloo and Stratford Perth Centres
- Fast-paced environment with regular exposure to animals
- Frequent community interaction, including occasional public speaking.

The Perks:

- \$57.51 - \$73.38 per hour based on experience and qualifications
- Flexible work schedule (3-5 days per week, negotiable)
- 4 weeks of vacation
- Comprehensive Health & Dental benefits
- Company RRSP Matching
- Employee Wellness Program
- Access to staff pet food program (discounted retail prices)
- Access to staff veterinary services program
- A mission-driven workplace, and an environment always filled with adorable animals

This posting is for a current vacancy.

If this role is calling your name, we look forward to hearing from you! Please forward your resume and cover letter to hr@kwsphumane.ca

The full job description is available at <https://kwsphumane.ca/careers>.

The Humane Society warmly welcomes applications from people of all backgrounds and groups. We are committed to a culture of inclusivity and collaboration that celebrates diverse perspectives and voices.

We thank all candidates for their applications; however only those selected for an interview will be contacted.