

Humane Society of Charlotte

HQHV Spay/Neuter Veterinarian

Position Announcement October 2026



**humane
society**
of charlotte

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Position Profile: HQHV Spay/Neuter Veterinarian

Salary Range: \$120,000 - \$125,000

Schedule: Monday – Friday from 8:00am – 4:00pm.

The Role

The Humane Society of Charlotte is looking for a veterinarian who is passionate about High Quality/High Volume Spay/Neuter and committed to expanding access to affordable veterinary services. The ideal candidate will combine strong surgical skills with a compassionate, collaborative approach to caring for animals and supporting the people who love them. Candidates should be knowledgeable about and adhere to the Association of Shelter Veterinarians' Veterinary Medical Care Guidelines for Spay-Neuter Programs and demonstrate professionalism and empathy in all interactions with clients, patients, and colleagues.

Within our Clinic Services Department, our veterinarians work alongside a skilled team of RVTs, Veterinary Assistants, and Client Service Associates with a 4-to-1, DVM-to-support staff ratio. The primary responsibilities of this role include providing pre-, peri-, and post-operative surgical care for dogs and cats, with a goal of performing 25-30 spay/neuter surgeries per day once trained. This position is essential for managing pet populations and delivering critical services to our community and shelter animals. Depending on interest and program needs, this position may also have opportunities to support wellness and preventive care services through HSC's Essential Care Clinic.

HSC Background

For more than 46 years, the Humane Society of Charlotte has been working toward our mission to champion the wellbeing of companion animals and strengthen their bond with people who know, love and need them. In 1986 HSC opened the first low-cost spay/neuter clinic in the southeast United States. In 2022 we opened our doors to our new facility. We now have an expanded adoption center, spay/neuter & wellness clinic, pet help center and education center. Our updated facility allows HSC to become more easily accessible to the community and provide a safe space where all people are welcome and treated with the utmost care and respect. At HSC, we believe that people want the best for the animals in their care and that access to compassionate support, reliable information, and necessary resources helps strengthen the bond between people and their pets. We recognize that individual circumstances and barriers to care can impact a person's ability to access veterinary services, and we are committed to meeting people where they are without judgment.

Our Clinic Services programs have seen tremendous growth over the past few years. In 2025 we were able to perform over 8,000 spay/neuter surgeries and helped over 7,000 clients in our essential care clinic with vaccines and wellness visits. Through our HQHV Spay/Neuter Program and Essential Care Clinic, we provide accessible veterinary services to owned pets, community cats, animals in HSC's care, and animals served through partnerships with surrounding shelters. By reducing barriers to essential veterinary care, we aim to improve animal health and wellbeing, support families in keeping their pets, and strengthen the human-animal bond throughout our community.

Commitment to the Community

At HSC, we recognize that the wellbeing of companion animals is deeply connected to the wellbeing of the people who care for them. Our work is grounded in the belief that everyone deserves to be treated with dignity, compassion, and respect, regardless of their circumstances. We are committed to reducing barriers to care, providing practical support that helps pets and people stay together, and creating a welcoming environment where clients feel supported rather than judged.

Essential Duties and Responsibilities

- Working knowledge and adherence to Association of Shelter Veterinarians' Veterinary Medical Care Guidelines of Spay-Neuter Programs.
- Examine all paperwork and animals' pre-op to determine their ability to withstand surgery, need for testing, changes in protocol, etc.
- Perform surgical sterilizations and other HSC surgeries as requested on a daily basis.
- An interest in dentistry and other surgical procedures.
- Examine all animals' post-op to ensure appropriate recovery and healing.
- Communicate with clients in a compassionate, clear, and nonjudgmental manner regarding patient health, surgical findings, concerns, and recommended follow-up care.
- Support HSC's commitment to accessible veterinary care by considering individual client circumstances and working collaboratively with the team to identify practical solutions when barriers to care arise.
- Examine and inoculate animals and provide recommendations for follow up care.
- Help assure the use of controlled drugs is being logged and monitored accurately.
- Provide post-operative rechecks and order of medical treatments as necessary to ensure complete surgical recovery.
- Collaboration with the Clinic Services Practice Manager and veterinary support team on patient care, protocols, and process improvements.
- Communicate any issues or concerns with the Director of Clinic & Community Services.
- Attends continuing education seminars annually to maintain up-to-date medical care, ideas and licensure.
- Performs special assignments and other duties as assigned when necessary.

Volunteer Duties

- Proactively utilize and engage volunteers as team members.
- Coach volunteers by providing regular, ongoing feedback and training.
- Promote integration and utilization of volunteers; train volunteers to assist department.

Qualifications & Expectations

- Required Doctorate in Veterinary Medicine; DVM or VMD.
- Preferred three to five years of experience and/or training in high volume spay/neuter surgeries.
- Enthusiasm for the mission of the Humane Society of Charlotte and helping animals and people in our community.

- Working knowledge of MS Office and database management software.
- Self-motivated, well organized, detail oriented, and able to effectively work independently and within a team framework.
- Goal oriented, committed to excellence and results.
- Strong interpersonal communication skills required, as well as a high-level skill in written and verbal communication.
- Capable of balancing multiple priorities, with limited resources, in a fast-paced environment.
- Must have a reliable mode of transportation.
- This position primarily operates during regular weekday business hours, with no routine on-call or after-hours emergency coverage. Occasional evening or weekend availability may be requested based on organizational and program needs.
- EOE

Compensation

\$120,000 – \$125,000 annually, depending on experience and demonstrated skills.

Position hours will be Monday – Friday from 8:00am – 4:00pm.

HSC offers a 100% company covered NC Veterinary License, Privilege License, AVMA dues, NCVMA dues, and PLIT Insurance along with a Continuing Education Stipend of \$2,000/annually. We are also a 501(c)(3) non-profit organization and therefore eligible for the federal Public Student Loan Forgiveness Program.

HSC includes competitive benefits including 98% company covered Medical & Prescription Drug Insurance, Dental & Vision Insurance, complimentary Life and Short Term Disability Insurance, Medical & Dependent Care FSA, 401(k) with 4%-6% discretionary match, Employee Assistance Program comprising of free mental healthcare, legal and financial health, Professional Development Assistance, 4-week paid Sabbatical, paid Parental Leave, generous PTO and additional paid leave programs.

HSC also offers multiple discounted benefits for your pet including Adoption, Food Programs, Wellness Care & Preventative Medication, Training, Pet Insurance and paid Pet Bereavement Leave.

To Apply

Visit our careers webpage: [Humane Society of Charlotte Careers](https://www.humanesocietyofcharlotte.org/careers). Here you can learn more about our organization. To apply, submit your resume and cover letter to the Director of HR at catfield@humanecharlotte.org