



Vacancy Description: Free the Bears

Senior Veterinarian (x2)

Applications are sought from suitable individuals to fill the roles of Senior Veterinarians with Free the Bears in Southeast Asia, based in Cambodia or Laos.

- Start Date:** 1st June 2023, or as soon after as possible
- Contract:** Full-time two-year contract with potential to extend
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- Salary:** Competitive salary of \$12,000-\$24,000USD net (local taxes paid by Free the Bears), based on qualifications and experience
- Location 1:** Based at Free the Bears' Cambodia Bear Sanctuary, ~1hour from Phnom Penh City. Regular travel to work at Free the Bears' sanctuaries in Vietnam and Laos.
- Location 2:** Based at Free the Bears' Luang Prabang Wildlife Sanctuary and Tat Kuang Si Bear Rescue Centre, both ~1hour from Luang Prabang City. Regular travel to work at Free the Bears' sanctuaries in Vietnam and Cambodia.

Closing date for applications: 15th April 2023

About Free the Bears work in Southeast Asia

Working in close collaboration with government partners in each country, over the past 25 years Free the Bears has established world-class facilities for the care and rehabilitation of sun bears and Asiatic black bears rescued from the illegal wildlife trade. Our work is currently centred on three focal countries where we have created the Cambodia Bear Sanctuary in Cambodia, Tat Kuang Si Bear Rescue Centre and Luang Prabang Wildlife Sanctuary, in Laos, and Cat Tien Bear Sanctuary in Vietnam. Currently, across these sanctuaries we provide life-long care to more than 270 bears, in addition to a variety of other rescued wildlife species in Laos. Our Veterinary Programme focuses on developing the capacity of local veterinary teams through provision of international-standard equipment and training. Our Veterinary Programme currently consists of 3 Cambodian veterinarians, 1 Vietnamese government counterpart veterinarian, one Lao veterinarian and two expatriate veterinarians. We have established modern wildlife hospitals across all three countries, each featuring a full range of diagnostic equipment including gas anaesthesia, radiography (digital or computerized), biochemistry etc.

Job Description

The primary role of the Senior Veterinarian is to oversee the growth and development of the Veterinary Programme to ensure the provision of optimal veterinary care for all animals within Free the Bears-supported facilities. This will be achieved through advancing the skill set of local teams while developing the programme's capacity in preventative medicine, diagnostics, and disease surveillance. Free the Bears is recruiting two Senior Veterinarians, one to join our Cambodia Programme and the other to join the Laos Programme. On a day-to-day basis, the Cambodia Programme Senior Veterinarian will work as part of a team of veterinarians overseeing the health of around 120 rescued bears in the Cambodia Bear Sanctuary, which sits within Phnom Tamao Wildlife Rescue Centre in Cambodia. This multi-species rescue centre is government owned and run, and while the locally staffed wildlife hospital caters for all species resident at the centre, the Free the Bears' veterinary team is primarily responsible for the health of the bears within the sanctuary. The Laos Programme



Senior Veterinarian will work as part of a small team overseeing the health of a growing population of over 100 rescued bears as well as 30+ other species received at the Luang Prabang Wildlife Sanctuary. Both roles also include providing management and oversight of veterinary teams and veterinary volunteers in our focal countries of Cambodia, Laos and Vietnam, with daily remote communication and regular travel to each country to ensure consistency in veterinary care provision across the three country programmes.

Duties include:

- Working with Free the Bears' local veterinarians, and in collaboration with the larger regional veterinary care team, to oversee the day-to-day health of bears under care of Free the Bears
- Leading capacity-building programmes for local Free the Bears veterinarians and Animal Care teams to provide bears with best practice veterinary medicine (including preventative medicine, diagnosis, treatment, disease surveillance, protocol development, and post mortem examination)
- Working with the veterinary team to conduct training and capacity building in identified areas (e.g. clinical reasoning, diagnostic methods, appropriate treatment choices, basic surgery and anaesthesia)
- Ensuring clinical records for all bears are maintained to the highest level, including use of hard and soft filing systems, and an Animal Records Database
- Management of the organization-wide Animal Records Database including monthly checking of husbandry and veterinary entries to ensure consistency and competency of data collection, recording and entry
- Ensuring hospital stock levels and equipment are maintained, including both local and international sourcing
- Providing remote oversight support of bears under Free the Bears' care in Vietnam, with occasional site visits if needed, to provide hands-on veterinary care and hospital upkeep if required
- Providing veterinary input when needed to veterinary cases at other FTB sanctuaries (e.g. Vietnam) and partner organisations
- Assisting and collaborating, on occasion, with external and visiting researchers to obtain samples or data that will contribute to the welfare or conservation of bears
- Attend weekly meetings with the Animal Management team to discuss any new illnesses or injuries, along with any noted changes in animal behaviours
- Ensure veterinary rounds are carried out at least once a week and details recorded in the Animal Records Database
- Oversee the training of local and visiting veterinary professionals and students, developing training materials and performing evaluations as required
- Participate and assist in coordinating regional capacity building workshops led by Free the Bears' Veterinary Advisor or other visiting specialists.

Given the nature of our work, which is often unpredictable due to rescues occurring often at short notice, a high degree of flexibility and excellent time management skills are required with overall workload expected to be divided as follows;

50% Clinical work and protocol development (case management, health monitoring, and working closely with husbandry teams on preventative medicine, nutrition, and welfare initiatives)

25% Administrative work. (clinical record keeping, hospital management, grant and report writing)

25% Training and capacity building (identifying areas for improvement and integrating these into daily work as well as formal workshops)



The Senior Veterinarian is a full-time position based at one of Free the Bears' sanctuaries in Cambodia or Laos. The position will require occasional travel to work at Free the Bears' sanctuaries in within the region.

This role is subject to a 3-month probation period.

Experience

Essential

- Qualified veterinarian
- At least 3 - 5 years clinical experience
- Excellent clinical skills
- Highly motivated, hardworking, and compassionate
- Excellent attention to detail
- Strong organization, management and leadership skills
- Awareness and respect for cultural values in a diverse team setting
- Excellent command of written and spoken English language
- Effective contribution to building and leading a positive team environment
- Demonstrated ability to take initiative and work autonomously, assess tasks and set priorities
- Flexibility and the ability to cope with changes in work priorities at short notice
- Ability to work weekends and public holidays as required

Desirable

- Experience working with wildlife in a zoo or animal welfare setting
- Experience living and working in a developing country
- Experience teaching/training in basic veterinary skills
- Driver's license, ability to ride a motorbike preferable
- Ability to communicate in Khmer, and/or Lao, Vietnamese

Benefits and Terms

- Full-time two-year contract with potential to extend, with some weekend work expected
- Competitive salary, based on qualifications and experience
- Relocation support with an annual return flight to country of origin after one year
- Medical insurance including emergency evacuation
- Paid holidays (18 days Annual leave plus National Holidays as prescribed in the labour code of the respective country i.e., Laos or Cambodia)
- Opportunities for international travel
- Be part of an international organization driving change in the fields of wildlife conservation and animal welfare

Applications

Interested applicants should send a cover letter and resume by email to vacancy@freethebears.org with the subject title **Senior Veterinarian**.

Closing date for applications: 15th April 2023

As a global organization that works with partners and communities across a wide range of countries, Free the Bears values diversity and is committed to equality of opportunity. We welcome applicants of traditionally underrepresented communities to apply regardless of ethnicity, age, gender identity, sexual orientation, religion, national origin, socioeconomic status or disability to help us build an inclusive environment across all areas of our work.