

before

Bond Vet is on a mission to strengthen the human-animal bond through better pet care. We've rebuilt the vet clinic from the ground up, with a focus on team happiness, growth and development — because taking care of our people helps them take better care of the pets we see every day.

We're looking for extraordinary Veterinarians to join our team at one of our urgent-care clinics in Manhattan, Brooklyn, and Garden City, Long Island.

#### The Opportunity:

Bond Vet is taking a totally new approach to veterinary care, and that includes taking care of our veterinarians. Our industry has a reputation for burnout and depression — we don't think it has to be that way. Our urgent care clinics are different in a few ways.

**Case mix:** Here at Bond Vet, our Veterinarians see a combination of urgent care and wellness cases that sit in the sweet spot between your general practices and emergency hospitals - we've even been compared to a CityMD, but for pets. That means you get the diverse and challenging case mix of emergency with the hours and routine of GP.

**Culture & well-being:** Veterinary medicine is a demanding career, and we know veterinarians aren't always well taken care of. We think you should be. Our robust set of benefits is designed to support you mentally, physically and financially — you'll gain from our growth.

**Technology:** We've spent a lot of time in vet clinics and have been shocked at the lack of forward movement in the realm of technology. We don't believe that technology can or should replace good old-fashioned knowledge and expertise, but we've uncovered a few ways to leverage technology to make your job easier and your days smoother, so you can spend more time practicing excellent medicine on patients. They're part of our DNA at Bond Vet, and we're always developing new ways to enhance our medical operations.

**Design:** We build all of our clinics from the ground up and have thought through the little details that make a warm, welcoming environment, from treat bars by the door and warm lighting to a non-slip floor so our older, arthritic pets aren't slipping and sliding. Our spaces are designed for humans and pets like, with no ringing landlines.

**Growth & Learning:** It's important to us that you grow both personally and professionally during your career at Bond Vet, and we'll tailor a program specifically for your skillset and growth goals. As a growing company, we are able to offer a lot of movement within the organization, and can cater to your wheelhouse. Whether you want to grow into a bigger role, or take new courses, we are here to help you work toward your career goals. We're small enough that you can make an impact but large enough that there's room for you to grow — we're excited about growing together.

#### You'll Fit in If:

- Helping others makes you happy.
- You thrive in a team culture.
- You're a positive person.
- You provide thoughtful, compassionate, ethical care.
- You have a sense of humor.
- You're as obsessed with pets as we are.

#### You'll Get:

- CE and licensure coverage
- Gainsharing and other bonus incentives
- Flexible scheduling (our hours are 10am-8pm)
- Fantastic health/dental/vision coverage
- Free One Medical membership
- Daily meal breaks
- Paid parental leave
- 401(k) Retirement Plan

We're looking for people who are not just team players, but also leaders. If you've made it this far, you're probably looking for something different than what's already out there. So were we — let's meet.

— Dr. Zay, Mo, Lukas, and the whole Bond Vet team

after

We know you're busy, so let's cut to the chase. We're veterinary-led at every level, and sustainability is our priority. We take care of our vets so they can take care of the pets we see everyday. You'll have nurses who complete 70% of lab callbacks, scribes in the room with you to help complete records, always the right ratio of support staff, and the autonomy to practice your medicine how you see fit. You'll have access to the best technology, a warm and welcoming clinic environment, and did I mention snacks? Above all, you'll be supported: both mentally, physically and financially.

#### Mentorship & Growth

We're dedicated to helping you grow and develop your skills, because we know this is one of the most satisfying parts of a career in veterinary medicine. Here are just a few of the things we offer to help you grow:

- **Director of Medical Excellence** on staff to jump in and help you with that tricky pyometra or cystotomy, as well as serve as a trusted resource for anything else.
- **Catered training and mentorship plans** for vets post-internship, or at any stage in their career. All of our vets go through dental, ultrasound and urgent care CE within their first year. Struggling with difficult client conversations? We can help you build the tools and confidence you need, medically and professionally.
- **Opportunities for growth** into leadership positions, commensurate with experience.

And more.

#### Positive Culture

We make it a priority to keep our staff's well-being top of mind. Here are some of the ways that we ensure you can continue to Work Happy:

- **No phones ringing in the clinic.** Yeah, you read that right. We have a highly skilled remote communication team made up of Nurses to tackle client needs, triage cases, and assist with day-to-day tasks.
- **Direct communication** with leadership and influence over policies. If you're thoughtful, we're listening.
- **Two hour-long breaks** throughout the day for lunch, catching up on notes, and any necessary procedures.
- **Great staffing ratios** so you're never stuck holding a cat while examining a dog while calculating a dosage while shouting "hello?" into an empty hallway.
- **We have your back** - we don't tolerate poor behavior from clients.

#### Quality of Life

We take mental health very seriously. Here's what you can count on with us:

- **Flexible schedule** - you'll have 3 days off every week, so you can take the time without digging into PTO.
- **Great PTO** for when you need that too.
- **Best in class compensation** to elevate all areas of your life.
- **No overnights** - and no hospitalizations overnight. 10am-8pm, that's it.
- **Free talkspace subscription**, employee assistance program, annual OneMedical subscription plus many more opportunities to speak directly with mental health providers when you are in need.

We have many more benefits we would love to share with you.

We have a near 100% doctor retention rate, and we'll continue to make sure we are leaders in the veterinary field, both medically and professionally. We'd love to meet you.