

Job Description: Veterinary Recruitment and Engagement Specialist

Position Overview

Inova Partners, located in Weatherford, TX, is seeking a dynamic and results-driven **Veterinary Recruitment and Engagement Specialist** to join our team. This role will be pivotal in recruiting veterinarians and veterinary students by ensuring a seamless onboarding experience, and managing various engagement programs such as site visits, student rotations, externships, and internships. The ideal candidate will also play a key role in marketing and promoting our company at industry events, job fairs, veterinary schools, and other professional forums.

Key Responsibilities

Recruitment and Talent Engagement

- Develop and implement comprehensive recruitment strategies to attract veterinarians and veterinary students.
- Manage relationships with veterinary schools, professional associations, and other organizations to create a robust talent pipeline.
- Coordinate and conduct site visits, student rotations, externship, and internship programs, ensuring high-quality experiences.
- Collaborate with the team to identify workforce needs and align recruitment efforts with company goals.

Onboarding and Integration

- Design and execute onboarding plans for new veterinarians and students to ensure a smooth transition into the company.
- Serve as the primary contact for candidates, providing guidance and support throughout the recruitment and onboarding process.
- Work closely with clinic teams to integrate new hires effectively.

Marketing and Promotion

- Represent the company at job fairs, industry conferences, veterinary school wet labs, and other recruitment events.
- Collaborate with the marketing team to create compelling promotional materials and campaigns targeting veterinary professionals and students.
- Develop innovative strategies to showcase the company's brand and attract top talent.

Program Coordination

- Oversee the planning, scheduling, and coordination of student rotations, externships, and internships.
- Collect and analyze feedback from participants to continuously improve programs.
- Track and report on program outcomes, recruitment metrics, and engagement activities.

Qualifications

- Any combination of education and experience equivalent to a Bachelor's degree in Veterinary Science, Business, Marketing, Human Resources, or a related field.
- Experience in veterinary practice management, recruitment, or a similar role preferred.
- Strong understanding of the veterinary profession and its unique recruiting challenges.
- Excellent interpersonal, communication, and presentation skills.
- Proven ability to manage multiple projects and deadlines in a fast-paced environment.
- Willingness to travel frequently for events and recruitment activities.

Preferred Skills

- Knowledge of veterinary school programs and accreditation processes.
- Experience organizing and participating in industry events and conferences.
- Familiarity with applicant tracking systems (ATS) and recruiting tools.

Why Join Us?

This role offers a unique opportunity to shape the future of our workforce and contribute to the growth and success of the company. You will work closely with a passionate team, build lasting relationships within the veterinary industry, and play a vital role in enhancing the company's reputation as an employer of choice.

Location: Weatherford, TX

Salary Range: \$55K to \$75K plus potential bonuses, depending on qualifications and experience.

Reports To: Director of Operations

To Apply:

Please submit your resume and a cover letter detailing your experience and interest in the role to hr@inovapartners.com, and reference "VRES".