Associate needed for growing, progressive, well-equipped small animal practice in Western New York. Excellent opportunity for new graduates to join a multi doctor, multi-location small animal practice group that prides itself on bringing quality care to all patients and their owners. Each hospital is fully staffed including experienced and competent licensed veterinary technicians averaging 10 years of experience. Each hospital staffs an office manager who provides support on business decisions allowing the veterinarian to practice better medicine. We expect to provide the mentorship needed for our associates to become well-rounded veterinary surgeons and clinicians.

Our group consists of five AAHA-certified facilities, two of which provide urgent and emergent 24-hour care. You will get to know our associates and management at our monthly breakfast meetings and other periodic educational and social events. Being part of our group provides for ample support and mentoring, especially for new graduates.

The practices are 99% small animal and 1% exotics, if you are interested. We offer clients and patients a complete range of high-quality veterinary services including surgery laser, therapy laser, acupuncture, ASIF bone plating, ultrasound, digital dental and full body radiography, full IDEXX in-house lab with Sedivue, blood products, blood gas machine, sevoflurane anesthesia, and Impromed Infinity computer software.

**Work Schedule** - Average weekly schedule is 38 hours, as well as minimal emergency and holiday service at our emergency locations. The current emergency rotation is one weekday every 2 weeks and one weekend every 2 months. The emergency shifts are paid in addition to base pay.

**Salary** - Excellent salary and benefits, plus long-term opportunities for growth. Salary is based on experience plus percentage. New graduate starting salary is $85,000 with 20% of gross salary on production over the base pay. Emergency pay is per case or percentage of revenue (the higher is provided).

**Insurance, Dues, Benefits** - We are pleased to provide a comprehensive benefit package. We pay professional liability insurance for the small animal practitioner, health insurance, DEA registration, and memberships in the local, state and national organizations such as AVMA, AAHA, and NYSVMS. We offer ten days of paid vacation, paid holidays (major), 401(k) and life insurance.

**Continuing CE** - Our veterinarians attend monthly Buffalo Academy meetings featuring lectures by nationally known speakers. In your first year, we will arrange further learning on a specific topic – ultrasound or dentistry (common areas of need for new grads). After your first year, we will pay for you to attend a national meeting. The amount provided for national meetings increases yearly starting at $1,500 up to $2,000.

**Western NY** - Buffalo is a city on the rise, experience wonderful growth in the last 5 years. Our region is expanding with new business, culture, social, and sporting events. The area is surrounded by lakes, and rivers, providing a wide range of recreational activities year-round. Niagara Falls, Toronto, and the mountains are all within a short drive.

For more information, please contact Paul Harper, DVM – paulharper@buffaloveterinarygroup.com,