

## ABOUT VEG

In 2014, VEG was born with a mission to help people and their pets when they need it most. This meant challenging the status quo and fixing everything that was wrong with the ER experience. Since then, we've expanded rapidly, with hospitals nationwide open 24/7, 365 days a year, and created a better emergency experience—not only for people and their pets, but also for everyone who works here—our VEGgies!

At VEG we find a way to say yes to the career you want in veterinary emergency medicine. This means transforming how ER works, from our open-concept hospitals, where you can handle emergency cases of every kind (even exotics!) to our immersive, customer-focused experience, which helps us give people and their pets the care they deserve.

This also means saying yes to creating the greatest experience possible for our VEGgies. Yes to working in an environment where you can find your place and feel valued for the amazing work you do. Yes to having unparalleled opportunities for learning and mentorship so you can grow where you want to go in your career. And yes to making an impact here in ways you never thought possible.

VEG is a 2025 and 2026 certified Great Place to Work®.

## THE JOB

As an Emergency Credentialed Veterinary Technician, you're part of a team that thrives on the front lines of emergency veterinary care where every second counts. You'll handle a wide range of cases, from minor to complex emergencies, collaborating with our doctors and team in delivering gold standard, emotionally intelligent care. You'll jump into triage, treatments, diagnostics, anesthesia, monitoring, and critical care nursing, all while being a steady, compassionate presence for pet parents in their most stressful moments. This role is for someone who wants to do the work they were trained to do (and more), continue growing their skills, and help people and their pets when they need it most.

## WHAT YOU'LL DO

- Treat every patient and person like they matter—because they do! You keep people and pets together and stay by their side through tests, treatments, and everything in between
- Jump into action, delivering nursing care, treatments, and emotional support in the most critical moments, from triage to discharge
- Bring the meds, the monitoring, and the mastery—from IVs and CRIs to blood transfusions and beyond

- Communicate like a teammate and think like a leader, helping shape plans and keep care flowing
- Be ready to perform CPR like the trained RECOVER rockstar you are (not only do we offer training, we have the highest number of RECOVER CPR professionals and instructors in the industry!)
- All the techy stuff—from diagnostics and imaging to sample collection and placing tubes
- Anesthesia, even for our most fragile patients? You've got it.
- Use all the advanced techniques in your toolkit: central lines, endoscopy, ultrasounds, and more

## WHAT YOU NEED

- High school diploma or equivalent required; associate's degree or higher in veterinary technology from an AVMA accredited program strongly preferred
- Credentialed as a Veterinary Technician (CVT, RVT, LVT, LVMT) in the state the VEG practice is located is required; VTS in ECC, internal medicine or anesthesia/analgesia is a plus and will lead to extra considerations in compensation
- 1+ years of experience in a veterinary technician role; experience in emergency or specialty medicine preferred
- Basic computer skills and a comprehension of practice management software and electronic medical record keeping
- Excellent communicator and calm under pressure; ready to lend a hand to support those around you
- Fine motor skills for handling patients and medical equipment
- Ability to stand for prolonged hours, kneel, and work on the floor as well as ability to lift up to 25 kg on own and able to support up to 40 kg with assistance
- Must be willing to work in a noisy environment with strong or unpleasant odors.
- Availability to work nights, weekends, and holidays on a rotating or as needed basis based on hospital needs
- Work well in a fast-paced environment with people from all backgrounds and different personality types

## WHO YOU ARE

- Empathetic, instinctively taking a people-centric approach, whether supporting your colleagues or making an effort to understand different perspectives
- Have a sense of humility; acknowledging mistakes, sharing credit with others, and lifting up your team's' accomplishments
- Feel a strong sense of ownership over your work, taking responsibility for outcomes and staying committed to achieving long-term, impactful results

- Curious by nature; you ask insightful questions and continuously seek out opportunities to learn and grow your skills and knowledge

## HOW WE INVEST IN YOU

- Competitive compensation, including base and 401K match (\$25-52/hr depending on experience)
- Comprehensive health and wellness benefits that start on day one, including QPR training and access to free therapy or counseling
- Based on your role, you may be eligible for equity after one year of full time, active employment with VEG, so you can share in our growth and success
- A BIG focus on learning and growth, from VEG-created clinical and leadership programs to unlimited ER CE + travel stipend (no really!). Full-time credentialed VEGgies receive a \$2,500/year travel stipend. Full-time uncredentialed VEGgies receive a \$1,000/year travel stipend.
- Clinical student loan repayment so you don't need to worry about your student debt
- Paid parental leave, up to 10 weeks at 100% of regular salary and inclusive fertility and family-building care for all types of families
- Flexible work schedules to support your life outside of work
- Generous employee referral program, so our awesome people can bring in more awesome people
- And the little (big) things, like comfy scrubs, cool VEG swag, and food in the fridge for when you're hungry

## DEI

At VEG, diversity is not just a word—it's a strength that fuels innovation and kindness. Our mission is “Helping people and their pets when they need it most.” And we do that better when our VEGgies (employees) feel valued, respected, and empowered to bring their authentic selves to work. That's why we're devoted to creating an environment that reflects the diverse communities we serve—where different perspectives are not only welcomed but celebrated.

We are focused on providing equitable opportunities for growth, promoting inclusive decision-making, and ensuring that everyone's perspective is considered. Saying yes to VEG means helping us build a culture where your unique experiences and background contribute to a shared vision: being the world's veterinary emergency company.