

THE OPPORTUNITY

We are seeking a visionary and strategic National Medical Director, who will play a significant role in driving business improvement, transforming our culture, and ensuring the highest standards of clinical excellence. This role reports directly to the CEO and will serve as a key member of the VetStrategy Leadership Team and the IVC Evidensia Group Veterinary Medical Board. While this opportunity is envisioned as a full-time role, there is flexibility to accommodate exceptional candidates who wish to continue other medical duties on a part-time basis.

KEY RESPONSIBILITIES

Relying on a combination of significant veterinary experience and expertise, strong business and financial acumen, and exceptional leadership, strategic, and communication skills, you will:

- Oversee and guide medical standards and practices across the VetStrategy network and foster the commitment to those standards by team members across the organization.
- Provide leadership to veterinarians, RVTs, and other team members; identify and implement programs to increase training, mentorship, and professional development.
- Act as a voice of the veterinary profession within the leadership team, supporting commercial performance while also driving exceptional standards of clinical excellence and client satisfaction.
- Lead the development of a strong medical structure that is highly integrated with operations and other Support Office teams; contribute to the development and execution of plans to achieve volume, cost and profit objectives in a manner that includes and leverages our medical teams.
- Oversee and strengthen the Clinical board structure, improving its effectiveness and impact in advising and complementing our Support Office and regional operations teams.
- Play a key role in maintaining a culture that attracts and retains first-rate clinical talent.
- Actively assist in the recruitment of veterinarians and RVTs, both directly and by providing input and expertise to the Talent Acquisition team.
- Contribute to maintaining and strengthening the company's relationships in the professional and academic community and its reputation in the industry.
- Collaborate with clinic and Support Office teams to ensure buy-in and support for organizational initiatives, fostering a culture of mutual respect and shared purpose.
- Develop, oversee and evolve our clinical standards and Key Performance Indicators to drive excellence in patient care across the network.
- Ensure the ongoing development of clinical and professional initiatives that are aligned with the IVC Evidensia Group clinical and business strategy.

QUALIFICATIONS, EXPERIENCE, AND PERSONAL ATTRIBUTES

- Doctor of Veterinary Medicine, licensed to practice veterinary medicine in one or more provinces.
- Minimum 10 years of general practice experience in small animal medicine, ideally in Canada.
- Previous experience as a medical director and/or the owner of a veterinary practice is preferred.
- Proficiency in both English and French is preferred.
- Experience with a national, multi-unit organization is preferred.
- Passion for animal welfare, veterinary medicine, and making a difference for patients.
- Strong, strategic, empathetic leader, with the ability to inspire and motivate teams and win the hearts and minds of veterinary professionals.
- Emotionally intelligent, with strong stakeholder management capabilities and the ability to balance multiple objectives and priorities.
- Outstanding communication (verbal and written) and interpersonal skills and the demonstrated ability to build strong working relationships.
- Collaborative and inclusive, while also possessing the courage to constructively challenge and disagree.
- Oriented towards transformation and achievement.
 - Energetic, driven, confident; comfortable in a fast-paced, performance-oriented environment.
 - Innovative and adaptable, with the ability to lead transformational change and establish a motivated, accountable culture.
 - Demonstrated ability to contribute to the achievement of financial objectives while balancing the need for exceptional patient care and client experience.
- Highly resilient and solutions oriented, comfortable managing ambiguity and delivering results in complex, evolving environments.
- Able to travel across Canada and internationally as required.

If interested in applying to this amazing opportunity, please send your updated resume to Jacquelyn Edwards, Director, Corporate Talent Acquisition at jacquelyn.edwards@vetstrategy.com and capture in the subject line (CVMA – National Medical Director – Your Name and Current Location)