

## Hospital Director, Foster Hospital for Small Animals Tufts University

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Downloaded On: Oct. 31, 2024 11:27pm

Posted Oct. 31, 2024, set to expire Mar. 15, 2025

<b>Job Title</b>	Hospital Director, Foster Hospital for Small Animals
<b>Department</b>	Cummings School of Veterinary Medicine: Clinical Sciences
<b>Institution</b>	Tufts University North Grafton, Massachusetts
<b>Date Posted</b>	Oct. 31, 2024
<b>Application Deadline</b>	Open until filled
<b>Position Start Date</b>	Available immediately
<b>Job Categories</b>	Director/Manager
<b>Academic Field(s)</b>	Veterinary Medicine - General
<b>Job Website</b>	<a href="https://apply.interfolio.com/158261">https://apply.interfolio.com/158261</a>
<b>Apply By Email</b>	
<b>Job Description</b>	

[Cummings School of Veterinary Medicine](#) at Tufts University is seeking a talented, visionary leader for its flagship small animal referral specialty and emergency hospital, [Henry and Lois Foster Hospital for Small Animals \(FHSA\)](#). The FHSA is a full-service, academic hospital providing state-of-the-art, 24-hour, emergency, and multi-specialty care for small animals (cats, dogs, and zoological species) across New England. It is part of the Cummings School Veterinary Group (CSVG) comprised of 7 teaching hospitals, clinics, and diagnostic laboratories. The FHSA supports the teaching, research, and clinical care missions of the school. The annual caseload is approximately 35,000 cases per year, with revenue generation of approximately \$40 million. Clinical care is provided by approximately 60 academic clinicians, 250 technical and support staff, 50 residents, 30 interns, and 120 veterinary students.

Reporting to the dean, the Hospital Director is a senior position providing leadership and oversight of the strategic vision, financial management, operations, medical care, human resources (faculty and staff), house officer clinical programs, and infrastructure of the FHSA. This includes a key role in the proposed expansion of the FHSA physical footprint to meet its clinical, education, and research missions. Supported by a six-member hospital management group, an advisory board composed of the clinical section heads, a hospital administrator,

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and the Cummings School Veterinary Group chief administrative officer, the Hospital Director is responsible for ensuring the success of the FHSA.

Depending on the qualifications and interests of the successful candidate, a faculty appointment in the Department of Clinical Sciences is available. Additional relevant responsibilities and leadership opportunities are available depending on the interests and qualifications of the successful candidate.

The FHSA Hospital Director is a member of the senior leadership team of Cummings School.

### **Qualifications**

A DVM (or equivalent) with eligibility to hold a veterinary license in MA is required. Board certification in an American veterinary specialty college or equivalent is considered an asset. Ten or more years of experience in leadership roles in a small animal specialty and emergency referral hospital or a large, complex primary care or mixed function small animal hospital is required. Experience in leadership as part of an academic veterinary environment is considered an asset. The ability to lead a complex organization towards successful outcomes, using transparent, collaborative leadership with faculty and staff is required. An excellent oral and written communicator, the hospital director must be able to communicate a vision, motivate faculty and staff, and delegate effectively to create change. An understanding of the academic work environment, with an appreciation for teaching and research in an academic hospital, is required. Functional understanding of budget management and fiscal planning is expected. Experience in strategic planning and setting directions and expectations for an organization or unit is beneficial.

### **Application Instructions**

Candidates should apply by November 30<sup>th</sup>, 2024, to receive full consideration for the position. Applications will be reviewed on a rolling basis and will continue until the position is filled. Candidates should submit a curriculum vitae and a cover letter describing their interest in the position, their qualifications, their leadership experience, and their academic experience. The cover letter should address their strengths and experiences in creating an inclusive environment as it relates to teaching, research, and clinical activity. The names, addresses, phone numbers, and e-mail addresses of five references should be provided. References will not be contacted without permission of the candidate.

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Salary will be commensurate with qualifications and experience. For those interested in a faculty position, rank and faculty track will be determined based on experience and qualifications. The position start date is negotiable, but in early 2025 is preferred.

[Application materials should be submitted electronically through Interfolio](#) (<https://apply.interfolio.com/158261>). Application review will continue until the position is filled. For questions about the application process or for any questions regarding the position, please contact Dr. Alastair Cribb at [Alastair.cribb@tufts.edu](mailto:Alastair.cribb@tufts.edu).

Cummings School is situated in Grafton, MA on a 600-acre pastoral campus, forty-five minutes west of Boston and next door to Worcester, the second largest city in Massachusetts. A virtual tour of the campus is [available here](#). There is a regional rail service stop adjacent to campus and easy access to cultural and sporting events. The campus is a short drive from beautiful beaches, mountains, and other unique features of New England. The area is a hub of biotechnology and higher education. The K-12 education system is excellent. Housing is readily available close to campus or in any number of surrounding towns. Links to faculty policies and procedures and human resources benefits can be found [here](#).

### **EEO/AA Policy**

Tufts University, founded in 1852, prioritizes quality teaching, highly competitive basic and applied research, and a commitment to active citizenship locally, regionally, and globally. Tufts University has also committed to becoming an anti-racist institution and prides itself on the continuous improvement of diversity, equity and inclusion work. Current and prospective employees of the university are expected to have and continuously develop skill in, and disposition for, positively engaging with a diverse population of faculty, staff, and students. Tufts University is an Equal Opportunity/Affirmative Action Employer. See the University's Non-Discrimination statement and policy here <https://oeo.tufts.edu/policies-procedures/non-discrimination/>. If you are an applicant with a disability who is unable to use our online tools to search and apply for jobs, please contact us by calling the Office of Equal Opportunity (OEO) at 617-627-3298 or at [oeo@tufts.edu](mailto:oeo@tufts.edu). Applicants can learn more about requesting reasonable accommodations at <https://oeo.tufts.edu/>.



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**Contact Information**

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

**Contact**

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