

Success Profile Example

This document provides an example of what a completed Success Profile might look like.

General Information

Job Title:	Date:
<i>Associate Veterinarian</i>	<i>7/20</i>
Compensation:	Reports to:
<i>\$120,000</i>	<i>Medical Director</i>

Key Job Responsibilities

List specific responsibilities for this role.
<i>1. Responsible for care of the animals including treatment and resolution of the case, communication with clients, effective operation of the pet care team, and overall experience of the pet owner.</i>
<i>2. Coaches staff members during care of animals and helps them perform better.</i>
<i>3. Manages appointment timing and overall patient care process including case documentation.</i>
<i>4. Quickly and effectively handles any issues relating to client service or delays in care or communication.</i>
<i>5. Helps to ensure that all team members are managing their time well and doing what they're responsible for.</i>
<i>6. Maintains a smooth flow throughout the pet care process.</i>
<i>7. Ensures patient care is executed quickly and efficiently.</i>
<i>8. Responsible for assisting with training and developing their team members.</i>

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Job Expectations

Think about the technical skills, experience, education/certifications, behaviors and attitudes, and leadership qualities that are required for this position. Next, consider whether these expectations are fixed or flexible; fixed expectations are those that a candidate must have, while flexible expectations are those which you're willing to compromise. List the fixed and flexible expectations for each category in the tables on pages 2-5. The first row in each table has been completed for you to provide you with an example of the kind of information you might want to include.

Technical Skills

Enter specific technical skills, if applicable.

Fixed	Flexible
<i>Ability to record basic vital signs such as temperature, pulse and respiration data.</i>	<i>Ability to monitor anesthesia during surgical operations.</i>
<i>Can perform physical exams, diagnostic, medical, and dental procedures</i>	<i>Proficiency in surgery</i>

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Experience

Enter specific professional or industry experience, if applicable.

Fixed	Flexible
<i>Has previous experience with customer service.</i>	<i>Has previous experience working in the veterinary industry.</i>
<i>Must have at least three years of experience practicing as a doctor</i>	<i>One year of leadership experience</i>

Education & Certifications

Enter specific education and/or certification requirements, if applicable.

Fixed	Flexible
<i>High school diploma</i>	<i>Associates Degree in Veterinary Technology</i>
<i>DVM degree from an accredited university</i>	
<i>Licensure in good standing</i>	

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Behaviors & Attitudes

Enter the behaviors and attitudes that are needed to succeed in this position, if applicable.

Fixed	Flexible
<i>Has demonstrated the ability to remain calm under pressure.</i>	<i>Loves working in a collaborative environment.</i>
Focused on providing high quality care	
Diligently manages cases through to resolution using all available resources and ideas	
Continually works to improve	
Effectively deals with a fast-paced environment	
Organized/can manage competing priorities at the same time	

Leadership Qualities

Enter the leadership qualities that are needed to succeed in this position, if applicable.

Fixed	Flexible
<i>Understands the accountability they have for the results of others.</i>	<i>Is able to inspire others.</i>
Focused on and committed to the mission of our hospital	Serves as a role model and effective coach for others
Maximizes continuing education classes and meetings	
Works to understand the frustrations and challenges of others and helps diffuse difficult situations or conflicts	

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Other

Enter any other fixed or flexible expectations you have for this position, if applicable.

Fixed	Flexible
<i>Must be able to work every other Saturday.</i>	