



# MENTORSHIP PROGRAM

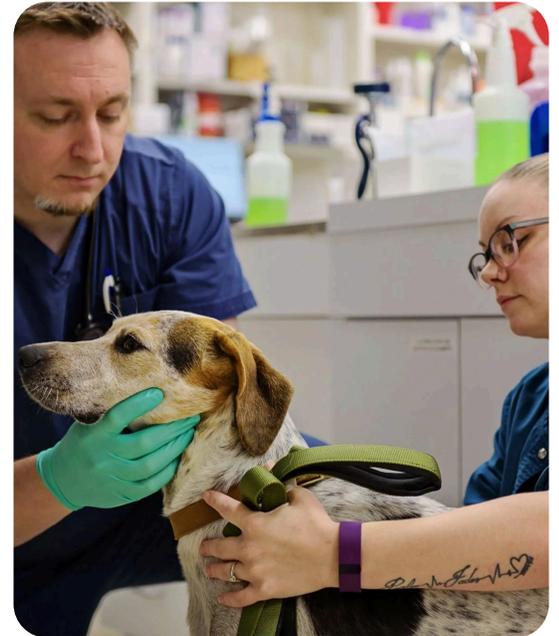
## OVERVIEW



### STRUCTURED ER MENTORSHIP BY EVCC

Emergency Veterinary Care Centers (EVCC) is proud to offer a structured mentorship programs designed for both newly graduated veterinarians or experienced general practitioners transitioning into emergency veterinary medicine.

No matter where you are in your career, our goal is to help you build confidence, develop critical ER skills, and feel fully supported as you grow into your role.



### PROFESSIONAL RESOURCES & ONGOING DEVELOPMENT

All mentees will receive access to a robust set of tools and learning opportunities, including:

-  *VIN – Veterinary Information Network®*
-  *MentorVet*
-  *New Grad Case Rounds\**
-  *Quarterly DVM Meetings*
-  *Employee Assistance Program (EAP)*
-  *Plumb Pro*
-  *Monthly Case Rounds\**
-  *Monthly Team Meetings*
-  *Skills Training Days\**
-  *Quarterly Check-Ins*

This set of resources is available to strengthen clinical competence, enhance wellness, and support lifelong learning.

## **\*What are Case Rounds and Skills Training Days?**

### **MONTHLY CASE ROUNDS**

Monthly Case Rounds are an opportunity for the entire DVM and support team to join a virtual call and discuss recent cases—either cases a DVM wants input on, an interesting/unusual case that was seen, or a case that we can all learn from.

Anyone can submit cases for review, and presenters often conduct research on the topics to present up-to-date information.

### **NEW GRAD CASE ROUNDS**

New Grad Case Rounds are hosted virtually once per month by one of our executive medical directors to go over common ER topics in depth, with a group of peers.

The focus of these meetings is to go over triage prioritization and client communication around distressing diagnoses. These are also a chance for new grads to get more comfortable in handling some of these emergent cases, possibly before their first one walks through the door.

Attendance is required for all new grads for their first 12 months, and your medical director will build your clinical schedule around these meetings.

### **SKILLS TRAINING DAYS**

Skills Training Days are held at each of the locations once or twice per year. However, team members are encouraged to attend Skills Training Days outside of their home locations as well. This is an opportunity for our team members to have routine procedures performed on their own pets, such as spays, neuters, gastropexies, and mass removals.

- Team members interested in practicing IVC placement or anesthesia monitoring are paired with experienced technicians to train on these skills.
- New DVMs perform surgery on stable patients, to gain tissue handling skills and experience under the guidance of a senior DVM, scrubbed into surgery with them.
- For new grads, we count these Skill Training Days as a clinical shift.

# MENTORSHIP FOR NEWLY GRADUATED DVMS



Your mentorship experience at EVCC is personalized to your learning style, pace, and professional goals. We work closely with you to determine the appropriate timeline and workflow for your development.

## WHAT TO EXPECT

### **MONTHS 1 – 4:**

You'll be scheduled exclusively with a core member of our DVM mentorship team. This period focuses on hands-on guidance, case discussions, foundational ER skills, and consistent support.

### **MONTHS 4 – 7:**

Your schedule will transition into overlapping shifts with other associate DVMs. This collaborative phase helps you build relationships within the medical team and exposes you to a variety of clinical cases.

### **MONTHS 7 – 12:**

As you gain confidence, your schedule will include a mix of solo and overlapping shifts to help you develop independence. Even during solo shifts, you will always have access to veterinarians working at other EVCC locations for real-time support.

All schedules and timelines remain flexible and will be continually adjusted based on your individual needs. Progression decisions are made collaboratively between you and your mentor to ensure you feel supported every step of the way.

# MENTORSHIP FOR EXPERIENCED VETERINARIANS NEW TO EMERGENCY MEDICINE

If you're an experienced general practice veterinarian looking to shift into the fast-paced world of emergency medicine, we offer a tailored mentorship model designed to help you make a smooth and confident transition.

## WHAT TO EXPECT

### MONTHS 1 – 6 (BASED ON EXPERIENCE):

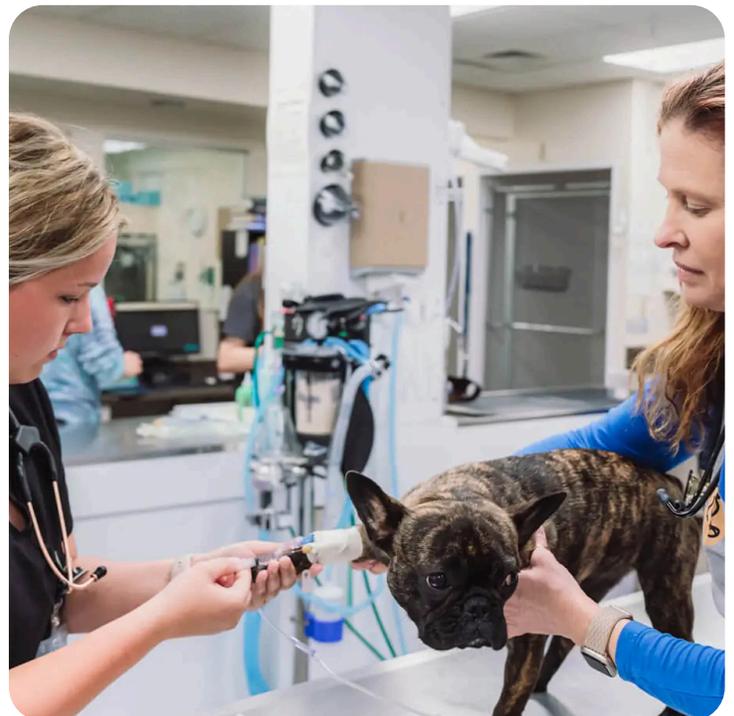
Following Orientation Day, you will be paired with a core member of the DVM team for up to six (6) months. The early stages of your mentorship will emphasize:

- 🐾 Learning EzyVet and Vet Radar
- 🐾 Navigating workflow and protocols
- 🐾 Getting to know the EVCC team
- 🐾 Familiarizing yourself with and practicing EVCC standards

### FIRST MONTH:

Your shifts will primarily be overlapping weekend shifts to maximize support and exposure. You may also be scheduled for select solo shifts with strong leadership support readily available to answer questions or address concerns in real time.

As with new graduate mentorship, scheduling remains flexible and is adjusted based on your comfort level, skill progression, and individual needs throughout the program.





## PARTICIPATING IN THE NEW GRAD MENTORSHIP PROGRAM HAS BEEN INVALUABLE TO MY DEVELOPMENT AS A VETERINARIAN.

My mentors were invested in my growth from day one, and nearly two years into my career, they continue to provide **guidance, support, and opportunities** to build confidence in my clinical skills. I'm truly grateful for a program that **fosters long-term learning and professional growth.**

- *Dr. Cheyenne Dowds, EVCC Westville*



### Kickstart your veterinary career or make a seamless transition into emergency medicine at EVCC!

Explore our current opportunities and discover how we can support your growth, confidence, and success.

### HAVE ANY QUESTIONS? READY TO APPLY?



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