



Join us and help make a lasting impact on Northern Ontario's animal welfare community!

Are you a compassionate DVM veterinarian looking for a supportive environment where you can practice with autonomy while being backed by a dedicated team?

We're thrilled to announce a new opportunity in our **veterinary clinic in Thunder Bay Ontario** – focused on spay/neuter and wellness services as our **Veterinarian – Public and Shelter Veterinary Services**.

About the Role

- **\$150,000 –\$160,000 annually full time (40hr/wk) with competitive health benefits** including medical, dental, vision, LTD, ADD, and life insurance
- **Limited on-call, evenings, or weekends** – enjoy true work-life balance
- Location premium allowance **of \$40,000 / year**
- **\$20,000 retention bonus** after 1 year of employment
- **Signing bonus of \$10,000 dollars** after 3 months of employment
- **Moving allowance of up to \$5,000** to support relocation if needed
- **Continuing Education or CE allowance with supporting certificates**
- **Paid licensing and membership dues**
- Supportive team environment with experienced staff
- Focus on **wellness appointments and preventative spay/neuter surgery**
- Opportunities to **grow and shape the clinic alongside us**
- **Non-profit, purpose-driven clinic** focused on animal welfare

This position plays a **vital role in supporting animal welfare in the North** through spay/neuter surgery while contributing to a meaningful cause by expanding access to veterinary care in Northern communities. Working closely with Lakehead University to promote enhancing veterinary services in the North, you'll provide high-quality care through **high volume spay and neuter surgery, wellness exams, and client education**.

Live in Another Province or Country?

We'll support you by covering expenses to practice in Ontario, including **OVMA exam fees** and **legal costs for immigration**. (Candidates must be able to have their qualifications accredited in Ontario to qualify.)

Considering a Move from the U.S. to Canada?

We welcome veterinarians from the United States and make the transition as seamless as possible:

- **Streamlined licensing:** The NAVLE exam is recognized in both the U.S. and Canada, making accreditation straightforward.
- **Immigration and legal support:** We cover legal costs and provide guidance to ensure an easy move.
- **Financial support:** Moving allowance, signing bonus, and long-term retention bonus.
- **Benefits of living in Canada:**

- Access to **universal healthcare** for you and your family
- Strong **work-life balance culture** with generous vacation time and legislated leaves of absences
- Safe, welcoming, diverse communities with excellent schools and healthcare
- Stunning natural beauty with **four distinct seasons** and endless outdoor recreation and world class music, theatre, and visual arts

Life in Thunder Bay, Ontario

Nestled on the shores of **Lake Superior**, Thunder Bay offers the perfect blend of **urban convenience and natural beauty**. As Northwestern Ontario's largest city, it provides access to excellent amenities, healthcare, education, and culture—while maintaining the warmth and affordability of a smaller community.

Living in Thunder Bay means enjoying a **balanced lifestyle**. Commute times are short, housing is affordable, and the pace of life allows time to truly enjoy the outdoors and connect with the community. Residents take pride in the city's **strong sense of belonging**, with friendly neighbours and a supportive local network. For nature enthusiasts, Thunder Bay is a paradise—offering world-class **hiking, kayaking, skiing, and fishing** just minutes from your doorstep. The city also boasts a thriving **arts and culture scene**, with local galleries, music festivals, and theatres celebrating the region's diverse heritage.

Thunder Bay is also a **regional hub for education and healthcare**, home to **Lakehead University** and **Confederation College**, and serves as the service centre for Northern Ontario. Its unique mix of opportunity, community, and lifestyle makes it a welcoming destination for professionals and families alike.

Visit our Career Site and Apply Today! [Careers - Ontario SPCA and Humane Society](#)

The Ontario SPCA and Humane Society

The Ontario SPCA and Humane Society embodies a culture that embraces diversity, equity, inclusion, and belonging (“DEIB”) and welcomes applications from individuals of diverse backgrounds. Our DEIB practices foster a fair and consistent environment, enabling **everyone** to feel welcomed, supported and valued in the workplace.

The Ontario SPCA and Humane Society provides accommodation during all stages of the recruitment process. Should you require any accommodation, please advise us if you are contacted for an interview and we will work with you to meet your accessibility needs. For any questions, suggestions or required documents regarding accessibility in a different format, please contact us at 888-668-7722 or careers@ontariospca.ca.