



## **Chief Medical Officer – Equine**

### **King City, Ontario, Canada**

King Animal Hospital is seeking an exceptional **Chief Medical Officer – Equine** to provide clinical, strategic, and operational leadership across our rapidly expanding Equine Services division. This is a rare opportunity to shape the future of equine emergency and referral medicine within a privately owned, innovation-driven hospital.

This role reports directly to the **Chief Executive Officer (CEO)** and will succeed our current CMO of Equine, who is planning for retirement.

### **Who We Are**

King Animal Hospital is a **60,000 sq ft Equine & Small Animal Referral and Emergency Hospital** located on a 50-acre campus in King City, Ontario. We are currently constructing a **21,000 sq ft dedicated Equine Emergency Facility** which will significantly expand our capacity for emergency case intake and critical care.

Our Equine Services team includes:

- Three (3) board-certified Equine Surgeons providing elective and emergency surgery
- Anesthesiology, diagnostic imaging, and specialty support teams
- A highly skilled team of Registered Veterinary Technicians, Animal Care Attendants, and clinical support staff
- Over **250 employees across the organization**, supporting both equine and small animal specialty services

Our hospital is equipped with **advanced diagnostics and surgical technology**, including:

- Standing CT
- Siemens 1.5T MRI
- Scintigraphy

- Fluoroscopy
- Digital radiography and ultrasound
- Arthroscopy and laparoscopy towers
- In-house laboratory and pharmacy

## The Role

The Chief Medical Officer – Equine provides **clinical leadership, medical governance, and strategic direction** for all equine services. This role balances **hands-on clinical expertise with executive-level leadership**, ensuring excellence in patient care, safety, medical standards, team development, and service growth.

Key responsibilities include:

### Clinical & Medical Leadership

- Set and uphold medical standards, protocols, and best practices across all equine services
- Provide leadership and mentorship to equine surgeons and veterinary teams
- Support complex case management, emergency decision-making, and quality assurance
- Champion patient safety, clinical excellence, and evidence-based medicine

### Strategic & Operational Leadership

- Partner with the CEO and executive team to define and execute the long-term vision for Equine Services
- Lead the clinical planning and operational readiness for the new Equine Emergency & Colic facility
- Support service line growth, capacity planning, and efficiency improvements
- Collaborate with Operations, HR, and Finance on workforce planning, scheduling models, and sustainability

### People, Culture & Development

- Foster a collaborative, respectful, and psychologically safe clinical culture
- Support recruitment, onboarding, performance development, and retention of veterinary talent
- Promote education, knowledge sharing, and continuous professional development
- Act as a role model for professionalism, compassion, and leadership

## External Relations & Reputation

- Build strong referral relationships with veterinarians, trainers, and industry partners
- Represent King Animal Hospital within the equine community and profession
- Support continuing education, speaking, and thought leadership opportunities

## Who You Are

You are a highly respected equine clinician and leader who is motivated by **impact, mentorship, and building something exceptional**.

## Education & Credentials

- Licensed DVM in Ontario or eligible for licensure
- Board-certified Equine Surgeon (ACVS or ECVS) is an asset but not required.

## Experience

- Significant clinical experience in **equine surgery and/or equine emergency and critical care**, ideally within a **referral, specialty, or teaching hospital environment**
- Demonstrated experience in a **senior clinical leadership role**, such as Chief Medical Officer, Medical Director, Service Head, or equivalent, with responsibility for medical standards, quality of care, and clinical governance
- Experience working within or closely alongside **private practice hospital operations**, including exposure to:
  - Case flow and capacity planning
  - Emergency coverage models and on-call structures
  - Staffing, scheduling, and utilization of clinical teams
  - Financial and operational decision-making impacting sustainability and growth
- Proven ability to **lead, mentor, and develop veterinary specialists and multidisciplinary clinical teams**
- Experience collaborating with executive leadership (CEO, Operations, Finance, HR) on **strategic planning, service line development, and operational improvement**
- Exposure to **hospital expansion, service growth, or change initiatives** (e.g., new facilities, new services, workflow redesign, or scaling emergency operations) is strongly preferred
- Strong track record of **complex clinical decision-making**, leadership under pressure, and accountability for outcomes in a high-acuity environment

## Skills & Attributes

- Trusted, collaborative leader with strong emotional intelligence
- Excellent clinical judgment and decision-making under pressure
- Strong communicator with teams, clients, and referring veterinarians
- Passion for innovation, teaching, and advancing equine medicine
- Aligned with values of compassion, respect, and continuous improvement

## What We Offer

At King Animal Hospital, we are deeply committed to **clinical excellence, innovation, and physician wellness**.

We offer:

- Competitive executive-level compensation (non-production-based)
- Signing or retention bonus
- Minimum of **4 weeks paid vacation**, based on experience
- Paid statutory holidays, sick days, and personal days
- Annual continuing education time and financial support
- ACVS or ECVS dues paid annually if applicable
- **100% employer-paid health benefits**, including health, dental, vision, travel, and life insurance
- Coverage under hospital liability insurance and workplace injury income replacement
- Immigration support, including work permit and legal fees
- Relocation assistance and settlement support
- Access to a **corporate gym** and **one-on-one support with a corporate social worker** focused on resilience, emotional regulation, and preventing compassion fatigue
- Leadership autonomy and the opportunity to shape the future of equine emergency care in Canada

## To Apply

If you are interested in learning more about this opportunity, please contact:

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 King Animal Hospital  
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To learn more about our hospital please visit our website at:

[King Animal Hospital](#)