



The Employer Pipeline

How We Find, Screen, and Onboard Your Next Veterinarian

A bad hire costs a hospital a year of momentum. Our placement process is built to deliver clinicians who are verified, prepared, and matched to your culture before their first shift.

Find

- A registry of more than 15,000 veterinary professionals built since 1993
- Targeted outreach to passive candidates who are not answering job boards
- Referral networks across California hospitals, schools, and associations
- New-graduate programs that bring mentored talent into your pipeline early

Screen

- License verification and regulatory-board status checks on every candidate
- Work history and reference verification, done by people who know the hospitals
- Credential and permit review for the whole team, including controlled-substance permits for support staff
- Working interviews arranged and structured so you see real clinical judgment
- Skills and temperament assessment matched against your caseload

Prepare

- Compensation benchmarking so your offer is competitive before it is sent
- Offer structuring that complies with current California employment law, including the 2026 rules on bonus repayment
- Candid expectation-setting with the candidate on schedule, caseload, and culture
- Counter-offer management so a signed candidate stays a signed candidate

Onboard & Retain

- A culture briefing before day one: your protocols, your people, your way of practicing
- Mentorship pairing and scheduled case review for early-career hires
- Structured 30 / 60 / 90-day integration plans shared with your management team
- Retention check-ins with both sides at 30, 90, and 180 days
- If the fit is wrong, we say so early and we make it right

Register your hospital at www.vetstaff.com or call (310) 838-9300 ext. 101 to start a search.

