

HEAD REGISTERED VETERINARY TECHNICIAN (HEAD RVT) Oakland, CA • Full-Time



**You've mastered the floor.
Now lead the way.**

You already know this work like the back of your hand — anesthesia, dentals, surgery, emergencies, the rhythm of a busy treatment area on its hardest day. Somewhere along the way, you realized the thing you care most about isn't just your own cases anymore. It's the tech beside you who's one good mentor away from being great. That's the job here: not the boss who catches mistakes, but the leader who builds a team.

That's exactly the kind of leader we're looking for.

Take a moment to get to know us. We're an independently owned, progressive, well-established hospital in Oakland — a place where the medicine is driven by doctors and standards of care, not corporate profit targets. Our RVTs will tell you it's the best place they've ever worked, and we invite you to find out why. You'd be joining a smart, kind, collaborative team in a recently renovated, state-of-the-art facility, working alongside owners and a management team who lead with open communication and expect the same in return.

Leaders do their best work when they're supported, trusted, and free to lead from a place of curiosity rather than judgment. So we've built a place where you praise in public and coach in private, where you advocate for your team to the people who set the schedule, and where "let's find a better way to do this" is met with a yes.

If you're a licensed tech who leads with empathy, teaches with patience, and wants a hospital that will back you while you build something, we'd love to talk.

A few things to know about The Grand Lake:

- **We're independently owned and doctor-led** — medical decisions are made in the exam room, not a boardroom.
- **We're proud of our team culture** and our rare staff turnover. People come here and stay.
- **We invest in you:** generous CE support, frequent Lunch and Learns, and real opportunities to grow within the practice.
- **Our community has recognized us** — runner-up in the East Bay Express "Best of the Bay" Reader Poll and a NextDoor Neighborhood Favorite.

THE GRAND LAKE COMPENSATION PACKAGE



We offer an extremely competitive compensation and benefits package.

WHAT WE OFFER:

- Competitive pay based on experience and production (\$30–\$40/hour)
- Medical, dental, and vision insurance
- 401(k) with up to 4% employer match
- Profit-sharing plan
- Paid Time Off (full-time) and paid holidays
- Educational Assistance Reimbursement — up to \$5,250/year for qualifying programs
- Generous employee pet discounts
- Team-building events and frequent Lunch and Learns
- Real opportunities to grow within the practice
- A genuinely great team culture

WHAT YOU BRING:

- Current RVT (Registered Veterinary Technician) license — required
- Minimum two years' experience as a registered veterinary technician
- Minimum one year in a leadership role in a veterinary hospital
- The ability to stay calm and lead when the day gets hectic
- A teaching style that's impartial, effective, and compassionate
- Excellent client and team communication skills
- Genuine enthusiasm for growth, change, and building something better

As Amy Poehler put it, "Find a group of people who challenge and inspire you, spend a lot of time with them, and it will change your life forever."

**We think we might be that group.
Come lead with us.**

Equal Employment Opportunity

We value diversity and respect. It is the policy of The Grand Lake Veterinary Hospital to afford equal opportunities to all applicants and employees regardless of race, color, religion, sex, national origin, age, non-disqualifying disability, or status as a disabled or Vietnam-era veteran.

Is this your kind of place? We'd love to hear why. Send us a quick note about why you think you'd be a great fit, along with your resume, to careers@grandlakevet.com.