



Job Title: Junior Veterinarian - Spay/Neuter Program

Location: Crete, Greece (Rotating Clinic)

Position Type: Full-time / Fixed-Term (5 Years)

About Zero Stray Pawject, Inc

Zero Stray Pawject, Inc is an innovative organization with an advocacy, public health and animal welfare angle that designs, executes, and measures stray animal **prevention programs** to solve the root-cause of stray dogs and cats **BEFORE THE DOG OR CAT ENDS UP STRAY**. Zero Stray Pawject is a small and growing NGO with a team of public health, law, veterinary, animal welfare, business management and economics experts across three continents. Zero Stray Pawject works closely with municipalities, its mayors and directors of public health, law enforcement, local veterinarians, and schoolmasters. We design and execute municipal stray prevention programs that reduce the "production" of stray pets and at the same time drive societal change that is long term orientated. We ensure to have clear KPIs in place to measure success.

Zero Stray Academy is Greece's first academy (and presumably the world's first academy) that trains municipalities, police and the judicial how to reduce the number of strays systematically and sustainably.

Zero Stray Pawject launched a pilot program in Crete to reduce the number of stray dogs systematically and sustainably in collaboration with ministries, local governments, mayors, the police, veterinarians and animal welfare. We are running full scale dog population management programs and offer free microchipping and neutering (or DNA) services in collaboration with municipalities to pet parents belonging to vulnerable groups, farmers and hunters. We offer free veterinary services also in rural areas in Crete which are veterinary deserts to ensure pet owners receive the medical they need to be responsible pet owners. We also collaborate closely with the first animal police in Greece, which was set up in Crete in March 2021 and run Crete-wide responsible pet ownership campaigns on TV, radio, outdoor, through influencers and on social media. We set up weekly field clinics in municipal building in collaboration with municipalities and have seen a lot of interest, and plan to expand in 2026- 2030.

About the Role

We are seeking a dedicated and compassionate **Junior Veterinarian** to join our rotating clinic team in Crete, Greece. This position focuses on providing high-quality spay and neuter surgeries for owned dogs and cats, while also supporting our broader mission of improving community animal welfare. The role is ideal for an early-career veterinarian



eager to refine surgical skills, gain field experience, and make a meaningful impact on both animals and their owners.

Our Mission

Working in close collaboration with local municipalities, we provide **free microchipping, neutering, and DNA services** to pet owners from vulnerable groups, including low-income households and other underserved communities. We also extend our services to **farmers working with herding dogs** and **hunters**, helping ensure that working animals receive responsible care and are integrated into the national pet registration system. We provide veterinary care in areas where there are no veterinary services and help communities access free veterinary care.

Key Responsibilities

- Perform spay and neuter surgeries on owned dogs and cats under supervision and/or following established protocols.
- Provide pre-operative evaluations and post-operative care, ensuring the highest standards of animal welfare.
- Support microchipping in compliance with Greek legislation.
- Help our front line team to educate pet owners on responsible ownership, recovery, and preventive care.
- Assist with accurate record-keeping, data collection, and reporting of surgeries.
- Collaborate with veterinary trainers, veterinary nurses, municipal partners, and our clinics operations manager, and Head of Clinic and Zero Stray Pawject leadership and work according to the guidance from funding partners in a mobile/rotating clinic environment.
- Contribute to the overall mission of reducing overpopulation, improving welfare, and supporting responsible pet ownership across Crete.

Special Training & Career Development

- This position includes a **sponsored 3–6 month training program** with one of our partner veterinarians, recognized as one of the leading veterinary surgeons in Greece.
- During this training, you will receive hands-on instruction in advanced spay/neuter techniques and surgical best practices for all kinds of surgeries.
- Upon completion, you will have the opportunity to become one of the **most highly skilled spay/neuter surgeons in Greece including other surgeries**, making a long-term impact in veterinary medicine and animal welfare.

Position Details

- This role is a **fixed-term contract of 5 years**.



- **Relocation to Crete is required;** support for relocation can be discussed during the hiring process.

Qualifications

- Degree in Veterinary Medicine (DVM or equivalent) from an accredited institution.
- Eligibility to practice veterinary medicine in Greece.
- Basic surgical experience (spay/neuter experience preferred but not required; training provided).
- Strong commitment to animal welfare, public health, and community service.
- Excellent communication and teamwork skills.
- Flexibility to adapt to different clinic settings and travel within Crete.
- Resilient, reliable and hard working as conditions may resemble more like a field clinic.
- Curious to learn and make a real difference to stray animals.

What We Offer

- Fully sponsored advanced surgical training with one of Greece's top veterinarians.
- Hands-on mentorship and continued skill development in high-volume spay/neuter techniques.
- A supportive, collaborative work environment with a team that really lives for our mission of zero strays.
- Opportunity to work directly with municipalities and contribute to socially impactful projects.
- The candidate will also have access to international veterinary experts in Europe and the US to increase their knowledge.
- Competitive salary of 3,000 EUR per month (36,000 EUR annual).

How to Apply

Please send your CV and a brief cover letter outlining your motivation for applying to info@zerostraypawject.org