

TEAM LEAD - VETERINARY CLINIC (m/f/d)

Full-time / 40 hours per week / Siem Reap, Cambodia

FOUR PAWS is the global animal welfare organisation for animals under direct human influence, which reveals suffering, rescues animals in need and protects them. Find out more about our sustainable campaigns and projects on www.four-paws.org.

Would you like to contribute to something meaningful and work with us on our mission? This is your chance. We are looking for dedicated people to enrich our team.

Your contribution will be

- Leading overall management and day-to-day operations of the SAC-CNVR (Stray Animal Care – Catch-Neuter-Vaccinate-Return) facility
- Ensuring compliance with FOUR PAWS standards and Cambodian veterinary regulations
- Managing facility infrastructure, medical equipment, vehicles, and operational systems
- Coordinating procurement, inventory, and supply chain of medical and operational materials
- Leading and supervising a multidisciplinary team
- Planning staff schedules, fostering team performance, and supporting capacity development
- Support budgeting, financial tracking, and administrative processes
- Contributing to program strategy, monitoring, and impact reporting
- Ensuring accurate reporting, documentation, and data management
- Coordinating with government authorities, suppliers, and external stakeholders
- Representing FOUR PAWS Cambodia in meetings and relevant engagements

Your profile ideally illustrates

- Degree in Veterinary Medicine or relevant fields
- Several years of experience working with an international NGO
- Experience in similar roles, preferably in veterinary clinics and or animal welfare programmes
- Proven experience in operations and project management
- Strong leadership, team management, and cross-cultural communication skills
- Excellent organizational, problem-solving, and decision-making abilities
- Comfortable working in a dynamic environment and managing competing priorities effectively
- Commitment to animal welfare principles and ethical practices
- Fluency in English, both written and spoken; Khmer proficiency is an advantage
- Open to all candidates; preference will be given to Cambodian nationals
- Competence in Microsoft Office and digital tools
- A valid Cambodian driving license
- Passion for animal welfare and FOUR PAWS' vision and mission

Our offer includes

- Opportunity to truly contribute to global animal welfare
- Dynamic and international working environment



- Professional development opportunities
- Flexible working environment (as applicable)
- Competitive salary and benefits package

Join our passionate team to make a difference for animals. Apply with your CV and cover letter via:

Name of contact person: [Ms. Sereiroth Sam](#)

Position: [Administration, FOUR PAWS International Cambodia](#)

E-mail: recruiting.kh@four-paws.org

Phone (Optional) : [+855 16748110](tel:+85516748110)

Optional: Application deadline: July 31st 2026

We reveal, rescue and protect unique animals from many different species through systems change and by creating species-appropriate environments at our sanctuaries!

We celebrate our colleagues' differences and strive to create an inclusive environment because we believe that only by working together, we can advance animal welfare worldwide. We value diversity, equity, and inclusion, and we strongly encourage candidates from all diverse backgrounds and experiences to apply. This includes, but is not limited to, individuals with diverse lived experiences, racial identities, national origins, religions, socioeconomic backgrounds, ages, sexual orientations, gender identities and expressions, and disability statuses to apply. We welcome everyone who wants to support our mission. Please contact recruiting.kh@four-paws.org if you require assistance applying to this position.

All interested individuals are invited to submit their applications for the position. Please note that in compliance with applicable laws and regulations, having a valid work permit for the respective country or being eligible to obtain one is a requirement for this position prior to commencing employment.