

SENIOR VETERINARY (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

- Delivering high-quality veterinary care and surgical service for SAC-CNVR (Stray Nimal Care – Catch-Neuter-Vaccinate-Return) operations
- Leading anesthesia, analgesia, and surgical protocols in line with best practices
- Diagnosing, treating, and managing clinical cases with strong animal welfare considerations
- Ensuring compliance with Cambodian veterinary regulations and FOUR PAWS standards
- Acting as the responsible veterinarian for clinic licensing and medical oversight
- Overseeing safe storage, handling, and documentation of medicines, vaccines, and controlled substances
- Implementing infection prevention, biosecurity, and clinical quality assurance measures
- Managing medical inventory and procurement planning
- Supervising and mentor veterinary staff and vet technicians
- Supporting rescue missions and emergency animal welfare interventions
- Preparing clinical reports and coordinating with in-country and regional teams

Your profile ideally illustrates

- Open to all candidates; preference will be given to Cambodian nationals
- Doctor of Veterinary Medicine (DVM) with valid Cambodian Vet certification
- Several years' veterinary experience, including spay/neuter surgery
- Strong surgical and anesthesia expertise
- Sound clinical judgement and problem-solving skills
- High ethical standards and strong commitment to animal welfare
- Comfortable working in a dynamic environment and managing competing priorities effectively
- Excellent command in English (written and spoken) and Khmer proficiency is an advantage
- 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

- The opportunity to truly contribute to global animal welfare
- Dynamic and international working environment
- Opportunity to lead clinical excellence in animal welfare

- Exposure to international veterinary standards and best practices
- Professional development and capacity-building opportunities
- 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.