

Ineffective Job Ad Example

Creating a compelling advertisement is essential for attracting top candidates. However, sometimes practices create ads that include all of the difficult or unpleasant parts of the job, rather than highlighting the appealing and rewarding aspects of the position. These negative advertisements will often deter all-star candidates from applying. Below is an example of a poor advertisement. While some of the things listed make sense, it fails to focus on the positive aspects of the position, does not provide insight into the team, practice or the candidate's future potential with the practice and does not list any benefits that may draw candidates to apply.

APPLY NOW!

We are seeking a full-time Veterinary Assistant to work in a fast-paced, challenging environment. This position requires an individual who is hard-working, able to work evenings and weekends and who has previous animal hospital experience.

Job Responsibilities:

- Ability to multitask and adjust to a changing environment
- Handle stress calmly
- Willing to learn new tasks and learn quickly
- Able to receive criticism and accept responsibility for actions
- Common sense
- Assisting with a variety of animal care tasks and treatments including, but not limited to: blood draws, urine sample collection, placing IV catheters, vaccine preparation and administration, x-rays, lab tests and test preparation, toe nail trims, ear cleanings and anal gland expressions
- Sterilization of surgical equipment
- Preparing exam rooms
- Record keeping
- Other cleaning and maintenance including, but not limited to: vacuuming, mopping, kennel cleaning, and restocking supplies

Requirements:

- High School Diploma or GED equivalent required. Associate's or Bachelor's degree preferred
- 2+ years of experience in a veterinary hospital
- Must be available to work hours between 7:00 a.m. - 8:00 p.m., Sunday through Saturday
- Must be willing to work holidays as needed
- Ability to lift and restrain animals up to 50 pounds
- Can work efficiently under stressful situations with minimal supervision or direction

How To Apply:

Submit resumes to emailaddress@aspire.com. No phone calls or drop-ins.