



Lead Veterinarian / Future Partner – True.Vet Sugar Grove

Location: Sugar Grove, IL

Schedule: Full-time | 4-day week + rotating weekends

Starting Salary: \$140,000/year

Veterinary Care, Reimagined — For Pets, People, and the Profession

At True.Vet Sugar Grove, we're not just opening a new hospital — we're rethinking what a veterinary experience can be. For pet owners, that means flexible access, compassionate care, and less friction. For veterinary professionals, it means career paths built on growth, mentorship, and real ownership opportunities — not burnout.

We're building a model that puts people at the center — from the families we serve to the teammates we support. If you're a veterinarian who thrives in a collaborative environment, has a growth mindset, and wants to help build something meaningful, this role was designed for you.

Why This Role Is Different

- **\$140,000/year starting salary**
 - **Student loan support available** — flexible and personalized based on your goals
 - **1-month paid sabbatical** after 3 years of full-time employment
 - Transparent, supported pathway to **practice ownership**
 - **No non-compete** — we want to earn your loyalty, not lock you in
 - Full access to **True Vet Potential**, our in-house platform for leadership development, business mentorship, and personal growth
 - **Independently owned and operated** — no corporate oversight or private equity influence
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What You'll Do

- Deliver exceptional, relationship-based care — not rushed, transactional visits
- Help set clinical protocols and mentor team members
- Collaborate on strategy and patient experience with the founder and practice manager

- Play a key role in redefining the veterinary visit — using a blend of in-person, virtual, and urgent care options
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What You Don't Need to Already Know

You don't need to walk in performing advanced orthopedic or soft tissue surgeries. Our practice is equipped for procedures like TPLO and fracture repair, but the opportunity to learn and grow into these skills — not a requirement — is what matters. We'll support your interests, strengths, and evolving goals.

Built for Modern Care

We've built True.Vet Sugar Grove to run smarter, not harder. With thoughtfully integrated tools, modern PIMS, and intuitive workflows, our systems are designed to help you spend less time on busywork — and more time with patients and your team.

We use **telehealth and virtual care** as tools to increase access, improve follow-up, and keep care convenient for clients while maintaining strong in-person relationships.

About the Practice:

True.Vet Sugar Grove provides a full range of services in a modern, welcoming setting:

- Preventive and wellness care
- Same-day diagnostics and urgent care (walk-ins welcome, not required)
- Advanced dentistry and surgery, including TPLO and fracture repair
- Membership-based model offering flexible care access for clients

This is your opportunity to lead in a place that values your vision, respects your time, and believes your career should grow with you — not limit you.

Location:

True.Vet Sugar Grove
519 N. Sugar Grove Parkway, Unit C
Sugar Grove, IL 60554
Opening August 2025 | Virtual Care available now

To Apply:

Email your resume and cover letter to hello@true.vet