



Operating Partner – Veterinary Practice Cluster in Scunthorpe

Location: Scunthorpe

Company: Medivet

Job Type: Full-time, Permanent, non-clinical

Remuneration – £80,000 - £150,000 - uncapped earning potential through equity share ownership of the practices

About the Role

This is an exciting and rare opportunity for a dynamic and commercially driven Veterinary Surgeon to co-own a cluster of five practices in the Scunthorpe area through the Medivet Partnership model.

We are seeking a motivated Operational Partner with strong leadership experience to take ownership of both clinical and operational performance across this group of practices. Working in true partnership with Medivet, you will play a key role in delivering exceptional patient care, driving business growth, and empowering teams.

As an Operational Partner, you will own equity in the practices giving you autonomy to run your practices locally with the support from Medivet's central support functions. Our aim is to provide the support and infrastructure of a larger organisation while allowing Partners to lead the clinical direction of their branch, make decisions in the best interests of their patients, and build the practice culture they want for their team and clients.

This role is ideal for a vet who wishes to concentrate on non-clinical leadership and operational responsibilities, but who is also willing to provide clinical mentorship and coaching to the team if required.

About Medivet Partnership

- **Easy to Own** – Begin your partnership journey with just a 10% deposit, spreading the remaining cost over 10 years without risking personal assets
- **Easy to Earn** – As a Partner, you'll be self-employed and benefit from uncapped monthly profit share
- **Easy to Grow** – Retain full clinical autonomy while being supported by the strength and scale of Medivet's national network
- **Easy to Go** – Exit opportunities every two years at predefined multiples allow you to build value and realise your investment when the time is right

About the Cluster

This role oversees a diverse cluster of practices across Scunthorpe, ranging from larger veterinary clinics to a consult-only site. You will lead and inspire a team of veterinary professionals and support colleagues, creating an environment where people can thrive while ensuring the delivery of exceptional patient and client care. The practices benefit from stable, established teams and present an exciting opportunity for an experienced leader to drive continued development, enhance performance, and identify opportunities for growth across the cluster.

Key Responsibilities

Clinical Standards & Client Care

Lead by example to:

- Promote best practice and continuous improvement in patient care
- Ensure a consistently high standard of client service and experience

Leadership & People

- Lead, coach, mentor, and inspire clinical and non-clinical teams
- Build high-performing, engaged teams with a collaborative culture
- Support recruitment, retention, and development of colleagues
- Champion Medivet's values and foster a positive working environment

Operational Excellence

- Drive day-to-day operational performance across the cluster
- Ensure clinics meet key performance metrics (revenue, EBITDA, client satisfaction)
- Maintain compliance with clinical, regulatory, and operational standards

Commercial Growth

- Identify opportunities to grow and develop the practices, with support from your Network Director
- Deliver sustainable business growth through effective planning and execution
- Optimise resources, rotas, and workflows to maximise efficiency

Key Requirements

- RCVS-registered Veterinary Surgeon

- Proven experience in operational and/or leadership roles
- Desire for strong clinical standards with a commitment to delivering exceptional patient care
- Excellent leadership and people management capabilities
- Ability to influence, engage, and build relationships at all levels
- Commercial awareness with a track record of delivering results
- Passion for delivering outstanding client service

What We Offer

- A true Partnership role with uncapped earning potential
- Autonomy and genuine influence over your clinics
- 6 weeks' holiday plus bank holidays
- Ongoing leadership development and career progression
- The opportunity to shape and grow a successful cluster of practices

Why Medivet?

At Medivet, we are a true Partnership Business and committed to creating an exceptional experience for our patients, clients, and colleagues. As an Operational Partner, you will play a pivotal role in shaping the future of veterinary care within your practices, supported by a collaborative and forward-thinking organisation.

Apply Today

If you're a driven operational leader ready to make a meaningful impact, we'd love to hear from you.

For an informal chat about the position please contact karen.cook@medivet.co.uk