

# Postgraduate Certificate

## Human Resources in Veterinary Centers





## Postgraduate Certificate Human Resources in Veterinary Centers

Language: English

Course Modality: Online

Duration: 6 weeks

Certificate: TECH Technological University

Official N° of hours: 150 h.

Website: [www.techtute.com/in/school-of-business/postgraduate-certificate/human-resources-veterinary-centers](http://www.techtute.com/in/school-of-business/postgraduate-certificate/human-resources-veterinary-centers)

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# 01 Welcome

In veterinary centers, due to the special relationship that the professional must establish with the client, human resources management can be a determining factor in the success or failure of the project. This program has been created to allow professionals in this sector to include in their training the specific aspects that personnel management in veterinary centers requires, in a highly professional course.



Postgraduate Certificate in Human Resources in Veterinary Centers.  
TECH Technological University



“

*A complete Postgraduate Certificate in human resources management in the veterinary sector that will allow you to include the new working methods in this area into your daily work"*

02

# Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class centre for intensive managerial skills training.



“

*TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success”*

## At TECH Technological University



### Innovation

The university offers an online learning model that combines the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"Microsoft Europe Success Story", for integrating the innovative, interactive multi-video system.



### The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

**95%** | of TECH students successfully complete their studies



### Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

**100,000+**  
executives trained each year

**200+**  
different nationalities



### Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

**500+** | collaborative agreements with leading companies



### Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.



### Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.





TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:



### Analysis

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TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.



### Academic Excellence

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TECH offers students the best online learning methodology. The university combines the Relearning method (a postgraduate learning methodology with the highest international rating) with the Case Study. A complex balance between tradition and state-of-the-art, within the context of the most demanding academic itinerary.



### Economy of Scale

---

TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a groundbreaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.



### Learn with the best

---

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.



*At TECH, you will have access to the most rigorous and up-to-date case studies in the academic community"*

03

# Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.



“

*We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you training of the highest academic level”*

This program will provide students with a multitude of professional and personal advantages, particularly the following:

**01**

### A significant career boost

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

*70% of participants achieve positive career development in less than 2 years.*

**02**

### Develop a strategic and global vision of companies

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional areas.

*Our global vision of companies will improve your strategic vision.*

**03**

### Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

*You will work on more than 100 real senior management cases.*

**04**

### Take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

*45% of graduates are promoted internally.*

05

### Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

*You will find a network of contacts that will be instrumental for professional development.*

06

### Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different areas in companies.

*20% of our students develop their own business idea.*

07

### Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

*Improve your communication and leadership skills and enhance your career.*

08

### Be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified professors from the most prestigious universities in the world: the TECH Technological University community.

*We give you the opportunity to train with a team of world renowned teachers.*

04

# Objectives

Achieve your educational objectives in Human Resources in Veterinary Centers through a high-quality program that will allow you to learn in a realistic way with an objective of immediately applying what you have learned into your daily practice.



“

*An intensive course in which you will learn to choose, encourage and motivate the staff of veterinary centers in the different situations that arise in this profession"*

**TECH makes the goals of their students their own goals too.  
Working together to achieve them.**

The **Postgraduate Certificate in Human Resources in Veterinary Centers** qualifies students to:

**01**

Identify the keys to strategic workforce planning

**04**

Demonstrate competencies to be an interviewer in a selection process

**02**

Define and specify the candidate's profile for a job position

**05**

Develop an induction process for each of the vacant positions to be filled

**03**

Establish the organization chart of a work center

**06**

Propose career plans to the company's employees





07

Evaluate the performance of the company's employees

08

Develop incentive programs for the company's employees

09

Recognize and reward the most talented and valuable employees for the company

05

# Structure and Content

The Postgraduate Certificate in Human Resources in Veterinary Centers will lead the student to acquire the necessary knowledge and skills and the practical application of these, in a stimulating and effective work environment.



“

*Turn knowledge into real skills and start intervening as an expert in Human Resources in Veterinary Centers”*

## Syllabus

This program has been created to enable students to acquire the necessary knowledge in this area in an intensive and efficient manner. An opportunity to improve their skills, with the convenience of the most effective online teaching method on the market. TECH provides students with the opportunity to incorporate knowledge in this area into their CV. In addition, with this Postgraduate Certificate, they will have access to a way of working that is designed to be fully compatible with their professional or personal life.

If you want to improve your knowledge, achieve a positive change at a professional level, interact with the best through an interesting online universe and belong to the new generation of professionals, able to develop their work anywhere in the world, this may be your path.

Throughout this program, the student analyzes a multitude of practical cases through individual work and teamwork. It is, therefore, a real immersion in real situations. Its content is designed to promote the development of skills that enable more rigorous decision making in uncertain environments.

This program takes place over 6 weeks and is delivered entirely online.

### Module 1

### Human Resources Management in Veterinary Centers



### Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Certificate in Human Resources in Veterinary Centers completely online. Over the course of 6 weeks, you will be able to access all the contents of this program at any time, allowing you to self-manage your study time.

*A unique, key, and decisive educational experience to boost your professional development and make the definitive leap.*

**Module 1. Human Resources Management in Veterinary Centers**

**1.1. Strategic Planning of the Staffing of a Veterinary Center I**

- 1.1.1. Dimension of the Team
- 1.1.2. Competencies and Talent
- 1.1.3. Functions, Responsibility and Tasks

**1.2. Strategic Planning of the Staffing of a Veterinary Center II**

- 1.2.1. Analysis and Description of Job Objectives
- 1.2.2. Objectives of Job Objectives
- 1.2.3. Organization Chart

**1.3. Selection Process in a Veterinary Center I**

- 1.3.1. Profiles
- 1.3.2. Design a Job Offer
- 1.3.3. Reception and Selection of CVs

**1.4. Selection Process in a Veterinary Center II**

- 1.4.1. CV Reading: Detection of Competencies, References, etc.
- 1.4.2. Sample Job Interview, Key Questions
- 1.4.3. Communication with Candidates

**1.5. Recruiting and Hiring Employees in a Veterinary Center**

- 1.5.1. Recruitment, Professional Categories
- 1.5.2. Payroll
- 1.5.3. Welcoming Process

**1.6. Training of a Veterinary Center's Team**

- 1.6.1. Objectives of Training
- 1.6.2. Internal and External Training
- 1.6.3. Assessment and Economical Aspects of Training
- 1.6.4. Career Plans

**1.7. Internal Communication in a Veterinary Center**

- 1.7.1. Effective Communication
- 1.7.2. Internal Communication Tools
- 1.7.3. Effective Meetings

**1.8. Performance Evaluation of the Employees of a Veterinary Center**

- 1.8.1. Important Concepts
- 1.8.2. Establishing Indicators
- 1.8.3. Assessment Models
- 1.8.4. Implementation
- 1.8.5. Relationship with Incentives

**1.9. Retention of Valuable Collaborators in Veterinary Centers**

- 1.9.1. Satisfaction at Work
- 1.9.2. Motivation
- 1.9.3. Recognition and Rewards
- 1.9.4. Promotions

**1.10. Remuneration of Employees in Veterinary Centers**

- 1.10.1. Salaries by Categories
- 1.10.2. Fixed and Variable
- 1.10.3. Criteria for the Establishing Incentives
- 1.10.4. Types of Incentives: Economical and Non-economical
- 1.10.5. Emotional Salary







06

# Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning**.

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.







“

*Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization”*

## TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

“*At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world*”



*This program prepares you to face business challenges in uncertain environments and achieve business success.*



*Our program prepares you to face new challenges in uncertain environments and achieve success in your career.*

## A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account.

“

*You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments”*

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

## Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

*Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.*

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.





In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

*Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.*

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.



This program offers the best educational material, prepared with professionals in mind:



### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.



### Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.



### Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.



### Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.





### Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world.



### Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".



### Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.



07

# Our Students' Profiles

This program is aimed at professionals working in the management and administration of veterinary centers or people interested in working in the management of human resources in these centers.







“

*Acquire the professional skills of an expert in Human Resources in Veterinary Centers with this Postgraduate Certificate designed specifically for you"*

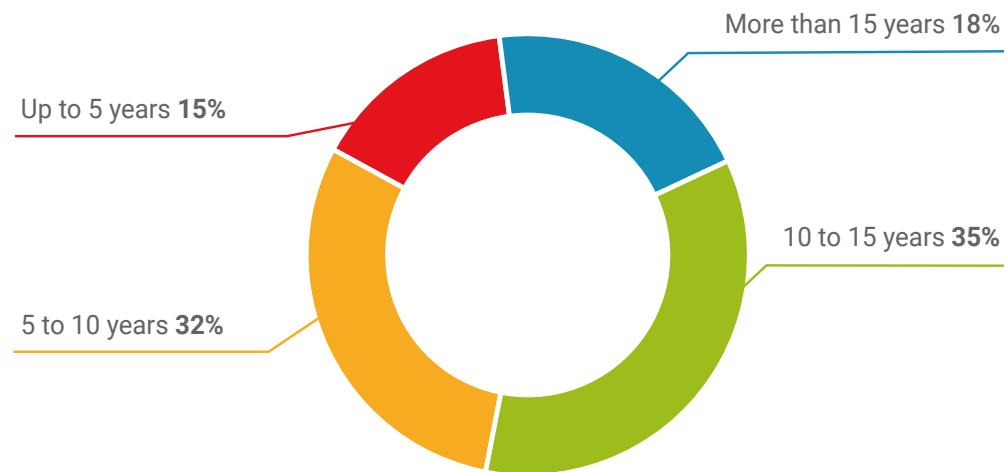
### Average Age

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Between **35** and **45** years old

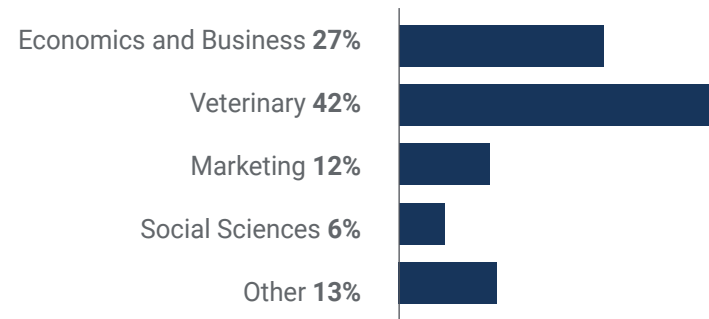
### Years of Experience

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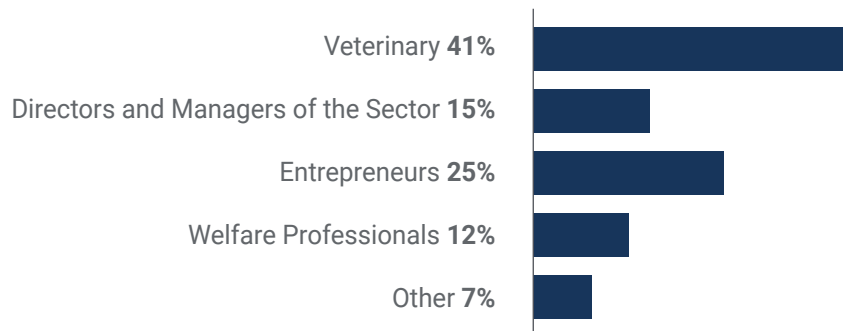
### Training

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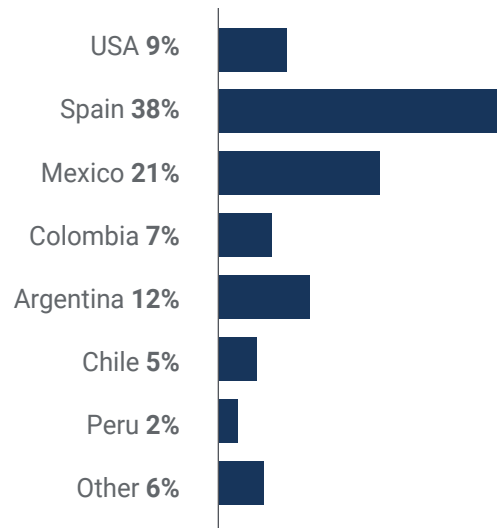
### Academic Profile

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## Geographical Distribution

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## Alba Camino

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Veterinary Clinical Director

*"In veterinary medicine, knowing how to manage work teams is essential. It is a job that sometimes requires large doses of social and communicative skills. In this course I have learned many keys to select, manage and motivate my team"*

08

# Course Management

The program's teaching staff includes leading experts in management and administration of veterinary centers, who contribute to this program the experience of their years of work. Furthermore, other renowned specialists in related disciplines participate in designing and preparing the Postgraduate Certificate, making it a unique and highly nourishing academic experience for the student.



A black and white photograph showing three people from a different perspective, looking down and to the right, presumably at a computer screen. The image is partially obscured by a dark blue diagonal shape in the top right corner and a white diagonal shape in the bottom right corner.

“

*We have the best teaching team to update you on the most important practices for the management of veterinary centers”*

## Management



### Mr. Barreneche Martínez, Enrique

- Director of the consulting firm VetsPower.com, a business consulting firm dedicated exclusively to veterinary health centers for pets
- Graduated in Veterinary Medicine from the Complutense University of Madrid in 1990
- Vice-president of the provincial employers' association of the veterinary sector of Alicante, AEVA, and treasurer of the Confederation of Employers of the Veterinary Sector of Spain (CEVE)
- Co-founder of AVEPA's Management and Administration Working Group (GGA), of which he was chairman between 2011 and 2013
- Business experience: Founder and owner of the Amic Veterinary Center in Alicante from 1991 to 2018, transferred to focus exclusively on business management within the sector of veterinary health centers for pets
- Author of the books on business management in veterinary centers "¿Quién se ha llevado mi centro veterinario?" (2009) and "¡Ya encontré mi centro veterinario!" (2013)
- Co-author of two books and author of specific chapters in other publications for the training of Veterinary Clinic Assistants (VCA)
- Speaker in several courses and workshops on business management of veterinary centers, both in classroom and online, both in Spain and abroad
- Since 1999, he has given numerous conferences, courses and webinars for auxiliary personnel of veterinary centers

## Professors

### Dr. Villaluenga, José Luis

- Degree in Biological Sciences from Complutense University of Madrid (1979)
- Master's Degree in Digital Marketing, EAE and University of Barcelona (2016)
- Master's Degree in Human Resources Management, EAE and University of Barcelona (2018)
- Associate Professor since 2012 at the Faculty of Veterinary Medicine of the University Alfonso X El Sabio, Madrid (Spain) in the Degree of Veterinary Medicine, in the subjects of Veterinary Genetics 1st Course and Ethnology 2nd (Module: Management and marketing in the veterinary sector)
- Teacher in the area of "Customer Service", since 2017, at FORVET, Veterinary Training Center for Veterinary Technical Assistants, in Madrid (Spain)
- Professor of the Master in Equine Sports Medicine at the University of Cordoba (Spain), since 2019. Module; Marketing and management of equine veterinary companies
- Professor of the Expert Degree in Physiotherapy and Rehabilitation of Small Animals: Dogs and Cats area: Business management of a small animal rehabilitation center, since 2017, at the Complutense University of Madrid (Spain)
- One of the 2 founding partners of the company Rentabilidad Veterinaria, SL, 2016– present. This company is dedicated to the business management of veterinary centers for pets. It provides consulting, training, advisory services, company valuation, HR management, economic-financial management and new company incorporation
- Has worked with a consultant specialized in business management of veterinary centers, 2000– present

### Mr. Martín González, Abel

- Degree in Veterinary Medicine from the Complutense University of Madrid, 1989
- Doctoral studies, without submitting the thesis
- Teacher collaborating with the Junta de Comunidades de Castilla La Mancha in courses on Livestock Farm Management
- Conferences on Ultrasound and Reproductive Control organized by AESLA (Asociación de Criadores de Raza Lacanune) in different locations in Spain
- Speaker at the Lecture Series on Fighting Bull Diseases organized by the Veterinary school of Madrid
- Conferences on Management of Veterinary Centers organized by the AVEPA Management Group
- Speaker at several National Congresses organized by AVEPA (GTA-AVEPA, IVEE-AVEPA)
- INCUAL expert in the drafting of the professional qualification of Assistance and sanitary aid to the management of animals of Great Britain
- Veterinarian in free clinical practice as technical director of cattle, sheep, equine and swine farms
- Technical Director of ADSG in Castilla La Mancha (Spain): ADSG Bovino Castillo de Bayuela, ADSG Bovino La Jara, ADSG Extensivo Belvis, ADSG Bovino Los Navalmorales, ADSG Porcino La Jara
- Technical Director of the Sierra de San Vicente Meat Quality Brand
- Director of the Talavera Veterinary Center and Veco Veterinary Clinic in Talavera de la Reina.(Toledo)
- Director of the Hospital Clinical Hospital Talavera
- Founding member of CEVE (Confederación Empresarial Veterinaria Española), where he is currently vice-president. Member of the Health Commission and Digital Commission of CEVE
- Founding member of CEVE-CLM (Confederación Empresarial Veterinaria de Castilla La Mancha), of which he is currently president
- Member of several national and international professional associations such as AVEPA, ANEMBE, SEOC, AVETO
- Member of the Digital Commission of CEOE (Confederación de Organizaciones Empresariales de España)



**Ms. Saleno, Delia**

- Doctoral studies (2000- 2003) without submitting the thesis
- Degree in Veterinary Medicine from the University of Agricultural Sciences and Veterinary Medicine of Cluj-Napoca (Romania)
- Diploma of Advanced Studies in Small Animal Clinic (2000)
- Research Sufficiency in Cytogenetics by the University of Cordoba (2005) with a study on Equine Infertility
- Course for entrepreneurs (500h), by EOI in 2007 in Palma de Mallorca (Spain)
- Qualification course as evaluator in procedures for the accreditation of professional competences through work experience in the agricultural professional family
- Predoctoral researcher at the Department of Animal Reproduction, Faculty of Veterinary Medicine, Cluj-Napoca (Romania)
- Predoctoral student in the Genetics Department of the University of Córdoba
- Has been clinically active in dog and cat medicine for more than 20 years, initially at the University Veterinary Hospital of Cluj-Napoca and later in several clinics and hospitals in Spain
- In 2008 she started working with a veterinary clinic in Palma de Mallorca: Son Dureta Veterinary Clinic
- She is a founding member of Empresaris Veterinaris de les Illes Balears (EMVETIB) and of the Confederación Empresarial Veterinaria Española (CEVE). She has held the presidency of EMVETIB since November 2012 and the presidency of CEVE since March 2017
- Since September 2018, she has been a member of the Board of Directors of CEOE
- Representative of the veterinary sector in various national and international economic forums and in sectoral observatories and working groups of the Ministry of Education, Ministry of Labor and Ministry of Agriculture







**Mr. Rotger Campins, Sebastià**

- ◆ Telecommunications Engineer
- ◆ Degree in Nautical and Maritime Transport
- ◆ Merchant Marine Captain
- ◆ Professional Diving Instructor
- ◆ Secretary of the Spanish Confederation of Veterinary Businesses CEVE
- ◆ Head of the Labor, Organization and Training Department of CEVE
- ◆ Secretary of Empresaris Veterinaris de les Illes Balears, EMVETIB (Balearic Islands Veterinary Entrepreneurs)
- ◆ President of the Services Commission of the Confederació d'Associacions Empresariales de Balears CAEB (Confederation of Business Associations of the Balearic Islands)
- ◆ CAEB Executive Committee Member
- ◆ President of the National Negotiating Committee of the Collective Bargaining Agreement for Veterinary Health Centers and Services

**Mr. Vilches Sáez, José Vicente**

- ◆ Project Manager - CursoACV.com
- ◆ Responsible for training platform - Cursoveterinaria.es
- ◆ Project Manager- Duna Formación
- ◆ Commercial Manager- Gesvilsa
- ◆ Manager of Professional Training at Duna, SL
- ◆ Community Manager
- ◆ Secretarial management - AGESVET
- ◆ Sales Manager Spain - ProvetCloud
- ◆ Technical Sales Manager - Guerrero Coves

09

# Impact on Your Career

We are aware that studying a program like this entails great economic, professional and, of course, personal investment.

The ultimate goal of this great effort should be to achieve professional growth and to do so with proven efficiency.







“

*Our challenge is to generate a positive change in your professional career. We are fully committed to helping you achieve it"*

*Include a highly specialized Postgraduate Certificate in your CV and move into new areas of work and professional development.*

### Are you ready to take the leap? Excellent professional development awaits you

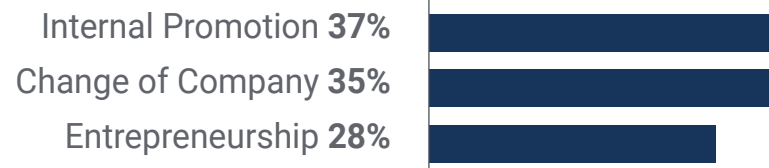
With this program you will be able to drastically advance in your profession, although there is no doubt that, in order to do so, you will have to make an economic, professional and personal investment. However, the goal is to improve in your professional life and, to do so, it is necessary to fight.

*Thanks to this educational program you will receive a large number of job offers with which you will be able to start your professional growth.*

### When the change occurs



### Type of change



## Salary increase

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This program represents a salary increase of more than **25.22%** for our students.



10

# Benefits for Your Company

The Postgraduate Certificate in Human Resources in Veterinary Centers helps raise the organization's talent to its maximum potential by training high-level leaders. Participating in this Postgraduate Certificate is a unique opportunity to access a powerful network of contacts in which to find future professional partners, customers or suppliers.





“

*In the digital era, the manager will bring new concepts, strategies and perspectives to the company that can bring about essential changes in the organization"*

Developing and retaining talent in companies is the best long-term investment.

01

### **Intellectual Capital and Talent Growth**

The executive will introduce the company to new concepts, strategies, and perspectives that can bring about significant changes in the organization.

---

02

### **Retaining High-Potential Executives to Avoid Talent Drain**

This program strengthens the link between the company and the executive and opens new avenues for professional growth within the company.

03

### **Building Agents of Change**

The manager will be able to make decisions in times of uncertainty and crisis, helping the organization overcome obstacles.

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04

### **Increased International Expansion Possibilities**

Thanks to this program, the organization will come into contact with the main markets in the world economy.



05

### **Project Development**

The manager can work on a real project or develop new projects.

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06

### **Increased Competitiveness**

This Postgraduate Certificate will equip students with the skills to take on new challenges and drive the organization forward.

11

# Certificate

The Postgraduate Certificate in Human Resources in Veterinary Centers guarantees, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Technological University.



“

*Successfully complete this program and receive your university diploma without travel or laborious paperwork”*

This **Postgraduate Certificate in Human Resources in Veterinary Centers** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Certificate** issued by **TECH Technological University** via tracked delivery\*.

The certificate issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Certificate, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Postgraduate Certificate in Human Resources in Veterinary Centers**

Official N° of hours: **150 h.**



\*Apostille Convention. In the event that the student wishes to have their paper certificate issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.





## Postgraduate Certificate Human Resources in Veterinary Centers

Language: English

Course Modality: Online

Duration: 6 weeks

Certificate: TECH Technological University

Official N° of hours: 150 h.

# Postgraduate Certificate

## Human Resources in Veterinary Centers

