

Canine Behavioral Specialist



Position Description

Status

Irregular Part-time (up to 19.5 hours a week)

Compensation

B21-first step

Bargaining Unit

Non-bargaining

Reports to

Shelter Operations Supervisor

Supervises

none

Position Category

Specialist

Summary

This position assesses dogs for adoption and is also responsible for continuing behavioral enrichment of the shelter dogs during their stay. Intake of new dogs occurs seven days per week at the Allegan County Animal Shelter. New dogs complete an initial four or ten-day stay at the shelter and are then evaluated weekly. This position also prepares dogs and approved individuals/families for adoption and subsequent life together.

Essential Functions

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Utilizes a modified version of the ASPCA "Safety Assessment for Evaluating Rehoming" (SAFER) tool to behaviorally assess new dogs at the shelter and determine their disposition and needs.
2. Creates weekly schedule for behavioral enrichment activities for the dogs and performs those activities as outlined.
3. Documents and maintains records of the dogs' behavior, progress, needs and any other concerns during their stay at the shelter.
4. Recommends necessary rehabilitation steps for dogs exhibiting mental breakdowns or behavioral issues.
5. Identifies and facilitates play groups for dogs staying in the shelter
6. Utilizes a modified version of the "Meet Your Match Canine-ality" program to assess dogs' eligibility for adoption and prepare dogs and families for adoption.
7. Conducts dog-to-dog introductions for assessment of fit with any dogs that already live in the prospective adopter's home.
8. Communicates with volunteers and potential adopters regarding behavior traits and needs of the shelter dogs in their new homes.
9. Ability to understand basic dog behavior, body language, and signs of mental "breakdown" in dogs, as well as the ability to respond appropriately, in a calm non-threatening manner.
10. Ability to handle aggressive and/or injured animals in a manner that is safe for animals and shelter staff, for purposes of intake, kenneling, medical care, etc. and euthanasia, if necessary.

Competencies

- Customer Focus
- Teamwork
- Employee Engagement
- Process Focus
- Financial Resources
- Goal/Results Oriented
- Communication
- Leadership & Influence
- Decision Making & Judgement
- Analysis & Problem Solving

Supervisory Responsibility

This position does not have direct supervisory responsibilities.

Work Environment

This position cares for animals in an animal shelter setting; Indoor and outdoor work is required; Outside work can occur in all types of weather; Exposure to a variety of foul odors and bodily fluid of animals; Potential for being occasionally scratched or bitten by animals.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Ability to physically manage potentially aggressive animals; lift under 50 lbs without assistance, lift 50 lbs with assistance, carry, and otherwise assist injured animals; climb stairs, and other obstacles; walk and run over all types of terrain; stoop, kneel, or crawl; ability to withstand periods of prolonged standing.

Travel

Travel may be required throughout the County.

Required Education and Experience

1. High School Diploma or equivalent (G.E.D.).
2. Certificate in dog behavior assessment or equivalent previous experience
3. Previous experience in animal care or other related fields preferred

Other Duties

Ability to competently perform all the essential duties of the position, with or without reasonable accommodation, demonstrated commitment to effective customer service delivery, and the ability to work productively as a member of a team or work group are basic requirements of all positions at Allegan County.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Signature

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee _____ Date _____