

Position Announcement

Behaviorist

Posting Closes: Open until filled
Wage: DOE ~ \$57,000/year
Department: Shelter Services, Salaried position

JOB TITLE: Behaviorist
DEPARTMENT: Shelter Services

REPORTS TO: Chief Operating Officer
SUPERVISES/OVERSEES: None

JOB SUMMARY:

The Behaviorist will provide for the behavioral care and needs of our animals while they are at our shelter and as needed in our extensive foster care system. This person will conduct behavior assessments, provide stress relief through behavior modification, enrichment and training plans and will provide adoption assistance for animals when needed. The Behaviorist will ensure that all people who interact with our animals are properly trained and informed regarding general observation, handling and training techniques so that each contact with an animal is viewed and used as an opportunity to advance the well-being and training of that animal.

Application procedure:

Please submit your resume to careers@thehumanesociety.org stating "Behaviorist" in the subject line.

Can You Make Happy Happen?

Do you love working with animals? Are you a collaborative team player? Are you committed to providing the highest quality care to animals as well as service excellence in working with people? Are you interested in learning more about animal welfare, animal sheltering and animal behavior? Do you want to join a nationally recognized agency working at the leading edge of municipal animal sheltering? Come join the Humane Society for Tacoma & Pierce County's dynamic, progressive team in a new role as an Animal Shelter Behaviorist!

The Behaviorist will provide for the behavioral care and needs of our animals while they are at our shelter and as needed in our extensive foster care system. As a part of the animal care team, this person will conduct behavior assessments, provide stress relief through behavior modification, enrichment and training plans and will provide adoption assistance for animals when needed. The Behaviorist will ensure that all people who interact with our animals are properly trained and informed regarding general observation, handling and training techniques so that each contact with an animal is viewed and used as an opportunity to advance the well-being and training of that animal.

The Humane Society for Tacoma & Pierce County is one of the oldest Humane Society's in the US and in 2020 took in more animals than almost any two other shelters in Washington State combined. We are at the forefront of animal welfare in Washington State with executives from the shelter in leadership roles with state wide animal welfare organizations such as the Pet Alliance of Washington and the Washington Federation of Animal Care and Control agencies and is undergoing a major expansion including looking to build a new animal welfare campus.

We see behavioral modification as one of the great challenges and a critical part of our work and will play a greater and greater role as our organization evolves and builds for the future and our Behaviorist will play a critical role in helping design that future.

It is a very exciting time to join our shelter!

If this position is of interest and you have any questions please contact careers@thehumanesociety.org for further details.

Application should consist of an up to date resume and a letter explaining how your experience has prepared you for this opportunity and why you feel you would be a good fit for our team. Please send your application letter and you resume via e-mail to careers@thehumanesociety.org.

JOB RESPONSIBILITIES:

- Coordinating behavioral teams for staff and volunteers.
- Provide training in behavior modification, basic training, enrichment and safe handling.
- Provide behavior support to foster parents.
- Provide information and counseling to potential adopters.
- Monitor animal behavior throughout stay at our shelter and revise protocols as needed.

- Communicate with shelter management and veterinary department in implementing plans and progress in complex cases.
- Provide assessment and enrichment for animals who may be fractious, shut down, or otherwise demonstrating behavior that may make them unsafe to handle or for adoption.
- Develop relationships with specialized rescues, sanctuaries and other agencies able to assist with transfer for animals who may need resources that our shelter might not be able to provide.
- Provide information, tips and blogs for social media.
- Develop information and training materials for staff, volunteers, adopters and animal owners.
- Participate in public speaking engagements such as training and conferences.
- In the future lead behavioral modification sessions for our community

QUALIFICATIONS:

Minimum Qualifications:

Two years' experience designing and implementing adult training or education courses, project management training, and/or in programs that involved conducting training needs assessments, developing and coordinating training courses, and administering training consultant contracts and a Bachelor's degree in Animal Behavior, Education, Psychology, Public Administration, Training/Development, or a related field (Other combinations of education, training and experience will be evaluated on an individual basis for comparability).

Desired Qualifications for this assignment:

- CBCC-KA or equivalent certification.
- At least 2 years of dog training experience, including experience evaluating the behavior of dogs.
- Experience working, volunteering or consulting with an animal shelter.
- Experience with cat, small mammal, reptile or bird behavior.
- Experience creating animal behavior protocols and behavior modification plans.

Work Environment/Physical Demands:

Work is performed in an open admission animal shelter with multiple species including animals that are frightened, fractious or aggressive. Includes working outdoors. Must be able to lift and move up to 50 pounds. Flexible schedule may be required.

License Requirement:

- Requires a valid Washington State driver's license.

ADDITIONAL INFORMATION:

- Finalist will be required to undergo a background check.
- Please attach a resume and cover letter with your application.