



## **Job Title: Animal Behavior Technician**

The Humane Society for Southwest Washington (HSSW) is committed to enriching the lives of people and pets in our community. We have been completing families since 1897 and are committed to serving our community as it changes and grows. Through education, outreach, adoption, events, and support services for families in need, we are expanding our HSSW family every day! Imagine working with people to care for the dogs and cats in our community of Southwest Washington.

People + Dogs + Cats

### **Animal Behavior Technician**

The Animal Behavioral Technician will apply established enrichment and behavioral modification techniques to increase the adoptability of companion animals in the shelter.

### **Primary Duties and Responsibilities**

- Answer adopter inquiries and questions regarding special placement dogs' behavior and provide information resources to address concerns.
- Provide individualized hands-on behavioral training for shelter patrons.
- Conduct animal behavior assessment and perform hands-on delivery of animal behavior plans.
- Record assessment and program related information and perform data entry to update animal Shelter Buddy records.
- Participate in the implementation of behavior programs, including documentation and program evaluation.
- Supports positive reinforcement as the only training method used by HSSW.
- Contribute to initiatives to improve processes and procedures.
- Assist with the identification and training of behavior department volunteers.

### **Benefits and compensation**

Compensation for this position starts at \$18.00 per hour. Pay increases are obtained depending on experience, attitude, work ethic, commitment to teamwork, learning ability, skill level and core competencies and organizational budget. Employees currently enjoy paid time off, matching 401 (k), employee assistance

program, FSA plan, employee discounts (to include partner organizations) and access to affordable life, disability, and accidental supplemental insurance. Full time employees are eligible to participate in HSSW's dental, vision and shared cost health insurance benefit plans.

### The Ideal Candidate

- Displays sincere interest, enthusiasm, and affinity for animal care and working with people to complete families.
- Demonstrates an attitude of being in service; using good judgment; maintaining a positive outlook; and, ideally, a sense of humor.
- Works well on teams and demonstrates an attitude and commitment to collaboration.
- Committed to achieving excellence individually and as a part of the team.
- Exhibits an approach to adaptability through overcoming obstacles to achieve results, remaining flexible and open to new ideas, recognizes and encourages others to understand changes in work tasks, situations, and environment as the basis and value for transformation.
- Is committed to personal and professional development through life-long learning.

### Qualifications:

- Minimum two years of animal handling experience
- Ability to read, understand, comprehend, and follow instructions, training plans & SOP's
- Able to lift 50 pounds with assistance

### Knowledge/Skills/Abilities:

- Ability to work in a fast-paced environment with a variety of people
- Ability to use a computer, working in a windows environment
- Ability to retain knowledge of behavior, training, and handling
- Sincere interest in the mission of the HSSW

### HSSW Culture

**Vision:** A community where everyone loves and cares for animals.

**Mission:** Rescue. Return. Restore. Rehome. Reconnect. One animal at a time.

**Values:** Compassion. Collaboration. Excellence. Service. Integrity. Stewardship.

### **Working conditions**

Work is performed in animal shelter. Noise levels in kennels can be high. Animal bites and scratches are a risk as animals with questionable temperaments will be encountered. Exposure to Zoonotic diseases is expected as well as exposure to cleaning chemicals and allergens with potential exposure of infectious diseases to personally owned animals. Employee will be on feet working 10+ hours/day, with appropriate breaks

*This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related duties required by their supervisor. This document does not create an employment contract implied or otherwise, other than an "at-will" relationship. HSSW participates in E-Verify.*

### **How to apply**

If this sounds like the right place for you and you feel you meet the qualifications for this position, please submit your application by email to [LEverling@southwesthumane.org](mailto:LEverling@southwesthumane.org) with your first and last name in the subject line followed by "; Animal Behavioral Technician". If you prefer you may place your application in an envelope to mail or hand deliver. Please label Animal Behavior Technician, Attn: Human Resources; Humane Society for Southwest Washington, 1100 NE 192<sup>nd</sup> Ave, Vancouver, WA 98684. You can find the link to our application here on our website <https://southwesthumane.org/careers>