



Salt Lake County Job Description

Animal Behavior Evaluator

DEPARTMENT: Public Works

DIVISION: Animal Services/4100

JOB CODE: 899 **GRADE:** 012

FLSA STATUS: Non-Exempt

SALARY PLAN: GEN

EFFECTIVE DATE: 06/16/2018

SAFETY SENSITIVE: Yes

JOB SUMMARY

Conducts animal behavior assessments for shelter animals and identifies behavior concerns. Mitigates stress levels in animals through daily enrichment activities, providing behavior modification to appropriate animals, and training of animals to improve adoptability. Mentors and trains staff and volunteers on shelter behavior protocols. Provides animal behavior related information and consultation to potential adopters and fosters.

MINIMUM QUALIFICATIONS

One (1) year of experience animal handling in a professional setting.

Preference may be given to applicants who are certified by the Certification Council for Professional Dog Trainers or possess other certification from a nationally-recognized certifying body that endorses the methods recommended by the American Veterinary Society of Animal Behavior (AVSAB).

ESSENTIAL FUNCTIONS

- Conducts behavioral assessments on impounded dogs based on shelter protocol, and identifies concerning behavior.
- Creates behavior modification and training plans for dogs with behavioral challenges and follows-up with staff and volunteers to ensure plans are implemented correctly.
- Ensures that daily enrichment is provided for all animals in the shelter.
- Provides instruction to adopters and fosters of dogs at the shelter, as well as shelter staff and community volunteers, to increase awareness and recognition of inappropriate dog behavior.
- Consults with staff to evaluate the effectiveness of behavior modification, shelter training, and enrichment protocols and assists in making modifications.
- Tracks and maintains detailed documentation of all assessments, behavior modification and training plans, and progress of animals within shelter database.
- Contacts and consults with volunteer trainers and behaviorists to discuss problem behaviors and solutions.
- Observes, assesses, and records symptoms, reactions, and progress of animals, and works with individual animals to improve behavior.
- Compiles instructional materials. Prepares educational literature related to behavior programs and training for adopters.

- Assists other staff members in maintaining a clean and professional environment, and properly administering or restraining animals for vaccinations, microchips, or other procedures.
- Ensures that outdoor play yards and equipment are clean, disinfected and appropriately maintained.
- Follows shelter protocol for making animals available for adoption, and facilitates good adoption matches through conversation and helps set realistic expectations for adopters.

KNOWLEDGE, SKILLS AND ABILITIES (KSA)

Knowledge of:

- Techniques and methods of animal behavior assessment, behavior modification, and training
- Feline and canine body language and behavior
- Causes, symptoms, and safe handling of aggressive animals
- Feline and canine breeds and genetic behavioral traits
- Techniques and methods of performing animal-person compatibility
- Animal handling safety rules, procedures, and proper handling techniques

Skills and Abilities to:

- Communicate clearly and professionally in both verbal and written form
- Create a supportive and positive learning environment
- Maintain quality, safety, and/or infection control standards
- Cope with compassion fatigue and animal euthanasia when deemed appropriate

WORKING CONDITIONS AND PHYSICAL REQUIREMENTS

All Animal Services employees work in the animal shelter where temperamental and dangerous animals are housed, and should expect to come into contact with animals that may bite, kick, or scratch on a regular basis. Employees are regularly exposed to loud noises, unpleasant odors, chemicals, cleaning agents, and soaps. Employees are regularly exposed to animals that may be diseased, as well as fur, pet dander, and zoonotic diseases. Employees lift, carry, push and pull loads up to 50 pounds on an intermittent basis and stand and/or walk for more than four hours per day. Employees routinely bend, kneel, and stoop.

IMPORTANT INFORMATION REGARDING THIS POSITION

Revised Date/Consultant's Initials: 7/12/2018 SW