

Job Description Sanctuary Canine Behavior Specialist



At Our Companions Animal Rescue, we believe in creating a community whose culture is built on our shared core values of **Respect, Compassion, Cooperation, Innovation, and Trust**.

We believe in **Respect** for the compelling individual needs and characteristics of the people and animals with whom we work. **Compassion** made of kindness and empathy for all living creatures which guides all our behaviors and decisions. **Cooperation** to support all participants in the work of making life better for animals and their people. **Innovation** to find new ways to solve problems that will help the most vulnerable animals and facilitate growth for our organization, so we can impact even more lives in the future. And we believe in **Trust** that all people are innately good and share our deep commitment to always do the right thing for animals and each other.

We require that those on the staff of Our Companions Animal Rescue genuinely share and express these values.

Position Description:

The Sanctuary Canine Behavior Specialist is a key function of Our Companions mission to do the right thing for animals. This is an assistant manager level position that works closely with the Sanctuary management to guide and enact plans for the behavioral progress of the dogs, as well as assist in instructing the caregiver staff on training techniques.

Reports To: Sanctuary Director

Job Location: Sanctuary, Ashford CT.

Hours and Rate: Full time, Exempt. Monday through Friday 8am to 5pm, some weekends and evenings required. Schedule is flexible, considering the needs of the dogs' behavioral plans and staff educational needs. Pay commensurate with experience and certifications.

Primary Job Responsibilities:

- Work with the Sanctuary canine management to set behavioral plans and guidelines for the dogs.
- Work with the canine management team to set educational plans for the staff.
- Address fearful, reactive, and aggressive behaviors that may arise in the dogs.
- Work on behavioral enrichment with the dogs, according to their behavioral plans.
- Work with the caregiver staff and volunteers to advance their behavior knowledge and their ability to apply the behavioral modification plans for the dogs
- Utilize Positive Training methods with all dogs including attending training classes and training the dogs off site and in the community
- Provide positive reinforcement behavioral work, exercise, and enrichment activity that evolves throughout their stay at the Sanctuary
- Work within Our Companions computer systems including the Sanctuary software program to collect and record data for accurate reports and required records.

Secondary Job Responsibilities

- Greet visitors in a courteous, and professional manner. And assist with adoptions, if needed.
- Provide guidance and training to volunteers.
- Drive the OC vehicle to transport animals as needed
- General Office duties as needed

Job Qualifications:

- Ability to handle and restrain animals, administer medications to animals
- Ability to work independently as well as be a team player
- High School Diploma required
- CPDT-KA or CBCC-KA certified, or American Behavior College graduate (ABC DT), Karen Pryor Academy certification, or Victoria Stillwell Academy certification and in process of obtaining the CPDT-KA or CBCC-KA certification within 2 years.
- Prior experience with following a Behavioral Modification plan and knowledge of Classical Conditioning principals and Operant Conditioning Quadrants
- Prior experience with positive reinforcement training techniques, including but not limited to, Basic Obedience Skills, Systematic Desensitization, Counter Conditioning, and Redirection.
- Experience with reactive and aggressive dogs.
- Ability to drive a vehicle, and a valid driver's license required
- Possess interpersonal skills as well as oral and written communication skills
- Flexibility to attend staff meetings, training seminars, and take on additional hours including Holidays and weekends as requested

Physical Requirements: Manual dexterity and physical ability sufficient for handling animals, feeds, supplies and equipment. Ability to lift and carry over 50 lbs. Ability to walk or stand for extended periods of time. Ability to frequently work in a bending position. Ability to tolerate animal fur and dander.

Working conditions: Exposure to animal dander, may be exposed to bites, scratches, fur and dander and contagious diseases.