



## Behavior Specialist

**Department:** Behavior

**Reports to:** Behavior Program Manager

**Direct Reports:** 0

**Status:** non-exempt

**Schedule:** 40 hours, variable

**Salary:** \$16.50/hour

**Mission and Values:** Foothills Animal Shelter's mission is: Providing support to our surrounding community through education, services that strengthen the human-pet bond, and humane care for the animals we serve. All employees and volunteers are expected to embody the Shelter's Values which are to have honesty and integrity in all that we do, with the following values as our guide:

- Stewardship: Assume responsibility and ownership for our actions within our shelter and our community.
- Positive Culture: Create a safe, supportive environment for the health, wellbeing, and development of staff and volunteers.
- Openness: Nurture an innovative, inclusive, and creative environment that cultivates conversations and relationships that actively work towards the future.
- Team Oriented: Build relationship, embrace teamwork, and foster collaboration in pursuit of our Mission.

**Position Summary:** Under the supervision of the Behavior Manager, the Behavior Specialist supports the daily completion of tasks related to assessments, enrichment, and behavior support programs. The Behavior Specialist implements enrichment plans and assists with the execution of behavior support plans. The Behavior Specialist models best practices and supports the training of shelter volunteers and employees in all trainings regarding enrichment.

### Responsibilities:

- Supports the Behavior Team to ensure appropriate placement, enrichment, and decision making for the shelter's animal population.
- Assists with behavior assessments for the Shelter's dogs and cats and provides adoption recommendations for placement. Able to become SAFER certified within 90 days.
- Under the direction of the Behavior Manager takes point for enrichment and behavior maintenance plans. Assists Behavior Coordinators in the execution of behavior support plans.
- Models force free positive reinforcement training and behavior strategies for shelter staff and volunteers.
- Works closely with advanced volunteer dog and cat handlers by offering daily guidance and support.
- Coordinates with foster department to prepare foster animals and applicable supplies for departure and return.
- Coordinate and supervise dog/dog interaction for assessment, enrichment, behavior change and/or adoption counseling.
- Using the Shelter's animal management database, create animal profiles, document behavior progress and complete behavior evaluations.
- Assist and support the Shelter's transfer program.
- Triage's behavior calls and responds to both individual and shared behavior team email and voicemail in a timely manner.
- Support the Shelter Services Team with animal intake and animal behavior as needed.

- Maintain good working relationships with and support other Shelter departments.
- Support the Shelter's Animal Control partners by maintaining good communication with Officers and providing support with animal handling as needed.
- Adheres to, and support compliance with, the Shelter's procedures, policies and standard operating procedures.
- Serve as a positive role model to staff and volunteers.

**Required Knowledge, Skills and Abilities:**

- Excellent verbal and written communication skills.
- Strong analytical and problem-solving skills.
- Fear Free Shelter certified or become Fear Free Shelter certified within 60 days of employment.
- Ability to multi-task and maintain composure in a fast paced - environment while providing courteous service to potentially difficult, emotional, or frustrated clients.
- Actively to contributes to a supportive team and environment by demonstrating resilience and optimism while undertaking challenging tasks to accomplish our mission.
- Ability to maintain the highest levels of confidentiality when dealing with proprietary information and sensitive situations.
- Computer proficiency and Microsoft office including word processing, spread sheets, meeting software and email; proficient with animal management software and databases.
- Working knowledge of animal sheltering practices; Highly supportive of open admissions philosophy.
- Demonstrated ability to work closely with volunteers within an animal care environment and communicate in a respectful, appreciative manner.
- Basic understanding of animal learning theory with emphasis on positive reinforcement.
- Participates in euthanasia as a restraint partner.

**Education and Experience:**

- Professional or educational experience in animal learning theory, animal behavior, and positive based force free animal training preferred.
- Certification in animal training and/or behavior counseling preferred.

**Working Conditions:**

- Ability to work 8–10-hour shifts.
- Noise, odors, chemical fumes, animal hair/dander are encountered due to equipment and animals.
- Subject to animal bites and scratches.
- Lifting of up to 50 lbs. with reasonable accommodations.
- Frequent standing on hard floors, bending, and stooping.
- Ability to be outdoors in all weather conditions year-round.

**Equipment Used:**

- Animal handling equipment and assessment tools: slip leads, catch poles, etc.
- Animal and shelter management software.
- Vehicle use (company provided and personal).
- Chemicals and cleaning tools to provide care for the animals.

**About:** As an open admission shelter, our doors are always open to pets in Jefferson County and we are committed to serving our community as a socially-conscious shelter. We care for more than 8,000 orphaned cats, kittens, dogs, puppies and critters every year with a compassionate team of 50 staff and 500 volunteers. We are a community resource and offer a variety of services including pet adoption, Jefferson County pet licensing, affordable spaying and neutering, vaccinations, microchipping and lost and found pets. The Shelter is established under an intergovernmental agreement between Jefferson County, the City of Arvada, the City of Lakewood, the City of Wheat Ridge, the City of Golden, the City of Westminster and the City of Edgewater.

**Benefits:** Foothills Animal Shelter offers a competitive total compensation package. Employees become eligible for medical, dental, vision, retirement plan (employee funded), life insurance, long term disability, and an array of supplemental benefits at 60 days of employment. Foothills covers 100% of the premiums for one of our three medical plans, dental, vision, life insurance (\$10,000) and long-term disability. Employees earn sick and vacation time each pay period, plus several recognized holidays. After one year of employment, employees are eligible for a 401K retirement plan that we will match up to 3%. Employees also have access to an array of discounted programs including pet food, cell phones, travel, pet insurance, clothing, entertainment tickets, etc.

**To apply:**

Email a cover letter and resume to [admin@fas4pets.org](mailto:admin@fas4pets.org)