



Humane Society of Sonoma County Job Description

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| Job Title: | Animal Care/Adoption | Location: | Healdsburg |
| Department: | Healdsburg Center | Hours: | Variable |
| FLSA Classification: | FT/PT, non-exempt Salary range: \$17-22 DOE | Reports To: | Healdsburg Ctr Manager |

In this very versatile position, the Animal care/Adoption/Veterinary care member helps ensure the proper care and treatment for animals when they arrive in our shelter, monitors and cares for animals during their stay, expedites foster placements as needed, and facilitates happy adoptions for them when they leave! Responsibilities include, but not limited to, ensuring quality customer service, delivering treatments, vaccines, microchips to animals, cleaning and feeding the shelter animals and monitoring their wellbeing. Performs canine behavior observations and creates enrichment pathways. Leads dog skills classes for volunteers. Performs feline behavior assessments and adoption recommendations. The successful candidate should have an understanding of animal science, medicine, and husbandry, including a basic knowledge of pharmacology and sufficient mathematical skills to ensure the administration of accurate drug and fluid dose.

In addition, Animal care/Adoption/Foster team member will have exemplary customer service skills and the ability to match the individual needs of animals in the adoption program with well suited homes. Adoption Counselors facilitate appropriate adoptions by understanding the needs of animals in the adoption program and matching them with prospective adopters; this includes preparing animals for adoption, interacting with customers, screening potential adopters, explaining organization philosophies, policies and procedures, providing general information and preparing necessary paperwork. Additionally process animal surrenders, intake stray animals and transfers, assist with lost pets, process occasional cremation requests, promote training class registrations and gratefully accept donations

The well rounded candidate has a blend of basic veterinary skills, animal care background, customer service skills and the ability to be an excellent communicator. Demonstrated compassion and empathy are required.

Duties and Responsibilities:

- Perform health exams, administer vaccinations, microchips and evaluate overall health.
- Process the intake of stray, surrendered and transferred animals.
- Provide environmental enrichment for animals in our care.
- Clean, feed and provide for the physical and psychological needs of shelter animals.
- Assist the Behavior and Training (B&T), Cat Behavior and medical departments to ensure the shelter provides the highest quality care for animals at HSSC.
- Perform on going behavior evaluations and observations of dogs and cats at the shelter to determine the best placement.
- Monitor inventory of dog training equipment: dog collars, harnesses and leads are in safe working order.
- Follow OSHA standards and be able to find Material Safety Data Sheets quickly.

- Provide excellent customer service to community members in need of animal control services and forward them to the appropriate agency.
- Provide immediate assessment of stray animals for appropriateness of handling level for volunteers. Fitting and labeling of equipment for dogs.
- Facilitate adoptions by matching animals with appropriate adopters and living situations, process all necessary paperwork.
- Explain organizational policies and procedures and be able to represent the philosophy and mission of the Humane Society of Sonoma County.
- Always be in position and prepared to work at the start of each scheduled shift.
- Promote a positive attitude among staff and assist other employees as needed. Show respect for team members, and animals (alive or deceased) always.
- Be prepared to handle any pet or facility emergency that may arise, including dog or cat fights, and facility fire or weather-related emergencies. Follow contingency plans.
- Maximize patients' comfort with a gentle and reassuring manner. Understand that actions that would constitute animal cruelty under state or local laws or the practice's policies will be grounds for immediate reprimand and/or termination
- Monitor patients' behaviors and note potentially aggressive behaviors. Use caution when handling aggressive or potentially aggressive pets. Request assistance when needed.
- Strictly follow isolation and contagious disease protocols.
- Ensure that medical supplies are always available. Regularly check for outdated supplies and remove and replace as needed.
- Ensure a culture of high-quality customer service for both internal and external customers.
- Participate in animal surrender and adoption process, including stray intake from the public, animal control and law enforcement.
- Provide information to the public on all services and programs of the Humane Society of Sonoma County, articulating the organization's policies and philosophies positively.
- Remain educated and up to date on the animals available for adoption
- Problem-solve and think creatively to provide a positive outcome for clients and the animals in our care. Diffuse conflict when necessary.
- Understand animal behavior and common issues in order to make good adoption matches
- Interview adoption applicants, review adoption applications, and decide to finalize or deny adoption. Communicate courteously when denying a request.
- Clean and disinfect all shelter animal housing areas, cages, and runs as necessary to maintain a safe and sanitary environment
- Monitor the daily health, safety, behavior and appearance of all shelter animals reporting anything that requires training and medical services.
- Mop floors, perform laundry, dishwashing, light maintenance, and other janitorial duties as assigned.
- May occasionally assist in the handling of a deceased animal if brought to the shelter and cremation requests.
- Provides routine/preventative wellness care for foster animals – Vaccinations, Deworming, Microchipping, etc. Keeps medical records up to date in Shelter Buddy.

- Photograph adoptions keeping record of positive adoption stories
- Maintain efficient interdepartmental procedures and processes
- Support outreach and offsite adoption events as needed
- Complete opening and closing procedures including running reports and balancing cash drawer
- Assist individuals with lost and found pets, creating and checking reports frequently
- Provide advice to clients having problem with their pets with the goal of keeping the animal in the home.
- Maintain a pleasant, professional, courteous and tactful position with co-workers and the public.
- Actively support and promote the mission and goals of the Humane Society of Sonoma County ensuring a positive image, enhancing the operation of the organization, and improving the quality of life for animals.
- Report volunteer concerns regarding animal health, behavior and well-being to manager or appropriate department.
- Perform other duties as assigned.

Medical Responsibilities:

- Perform daily rounds for animals in the shelter and communicate with off-campus Shelter Medicine department regularly to provide excellent standards of medical care.
- Complete thorough intake exams
- Triage emergency cases and communicate directly with veterinarian as needed
- Communicate with veterinarian/shelter med teams about acute and ongoing health concerns
- Daily check of the overall animal population and recognize/report any health concerns
- Able to identify common diseases and follow HSSC ringworm treatment protocol including cultures, lime sulfur dips and microscopic evaluation of DTMs
- Wound management
- Use professional tone and vocabulary
- Knowledge of shelter policies
- Medication administration – oral, eye, ear, SQ, IM, IV
- Proficient at medical math
- Proficient at calculating doses, prescribing and filling prescriptions
- Proficient at reading writing and maintaining complete and accurate medical record documentation
- Proficient at sample collection – blood, urine, stool
- Microscopic evaluation of samples including skin, ears, urine
- Understanding of nutrition, common prescription diets and able to implement diet changes as directed and in cooperation with DVM
- Has acquired a knowledge of infectious disease processes and protocols related to cleaning, disinfection and the treatment and handling of contagious animals
- Proficient with patient restraint including muzzling, utilizing low-stress handling with canine and feline restraint techniques
- Able to perform in house SG, UA, PCV/TP

- Able to use IDEXX catalyst for in house laboratory work, and occasionally send laboratory samples to outside lab
- Knowledge of medications in stock including generic/proprietary names, standard concentrations, routes of administration, reconstitution instructions and special handling instructions
- Ordering and restocking of frequently used medical supplies
- Microchip implantation
- Knowledge of HSSC vaccine protocols

QUALIFICATIONS:

- Minimum two years' experience working in a veterinary practice or related field with the ability to learn quickly.
- Two years customer service related work.
- High School diploma or equivalent
- Experience either as an employee or volunteer in an animal shelter.
- Veterinary assistant/RVT preferred.
- Experience in humane animal handling, and restraint
- Willingness to work a flexible schedule including weekend days.

KNOWLEDGE, SKILLS AND ABILITIES:

- The ability to work independently and in a team environment.
- Strong interpersonal skills, ability to be personable, outgoing, patient, professional and compassionate under pressure.
- Math acumen and ability to balance daily income and expense data.
- Resolve conflict and work with minimal supervision.
- Gather information, ask questions along with the ability feel and show empathy for others.
- Transport animals as needed
- Knowledge of medications including controlled drugs.
- Ability to administer SQ injections, vaccines, and implant microchips.
- Read patient records and treatment information.
- Knowledge of shelter management software (Shelter Buddy) or other data management system experience. MS Office (word, excel, powerpoint).
- Basic photography using a smart phone or camera
- Demonstrate logic and reasoning to evaluate alternative solutions, conclusions or approaches to problem solving
- Experience with canine behavior evaluations and an understanding of canine body language.
- Must demonstrate self-motivation, responsibility, excellent interpersonal skills and the ability to handle multiple tasks in a fast paced environment.
- Strong organizational skills and ability to keep accurate records.
- Knowledge of domestic animal breeds, diseases, health care and basic animal behavior.

- Familiarity with infectious diseases, including their prevention and steps to reduce or eliminate transmission. Know the most common zoonotic diseases (infections from animals to humans).
- Good oral and written communication skills.
- Excellent computer skills and the ability to navigate a database.
- Ability to speak Spanish a plus.

Work environment/Physical demands: The employee is generally working in a shelter environment and will be exposed to moderately loud noise levels (such as barking dogs, ringing phones), cleaning agents, bites, scratches, and animal waste. There is possible exposure to zoonotic diseases.

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to walk and/or stand throughout a normal workday.
- Must be able to interact with animals including handling and showing.
- Must be able to do phone or computer work for blocks of time.
- Must be able to communicate effectively (speak and listen).
- Must be able to lift and move objects and animals up to 50 pounds without assistance.
- While performing the duties of this job, the employee is regularly required to sit; stand, walk, use hands to handle objects/operate keyboards and telephones; reach with hands and arms; talk and hear.
- Specific vision abilities required by the job include close vision, distance vision, depth perception, and the ability to adjust focus.
- Must be able to hear and communicate amidst moderate noise levels (such as barking dogs, ringing phones, people talking).
- Allergic conditions, which would be aggravated when handling or working with animals may result in disqualification

NOTES

Nothing in this job description restricts management’s right to assign or reassign duties and responsibilities to this job at any time and the employee is expected to adhere to all company policies. The above information is representative of the work performed in this position, however it is not all-inclusive. The omission of a specific duty or responsibility does not exclude it from the position if the work is similar or related to the essential duties and responsibilities.

I have read and understand this explanation and job description and can perform all duties herein.

Employee Name

Manager Name

Signature

Signature

Date

Date