

**Canine Enrichment Specialist - EH**Class Code:
290404

Bargaining Unit: Extra Help - Non Rep

SALARY RANGE

\$15.74 Hourly

GENERAL PURPOSE:

This position is responsible for the overall cognitive health of the canine shelter population with the goals of shortening length of stay, reducing shelter stress, increasing pet retention and adoption. Identifies behavioral concerns, special needs, and the like. Establishes appropriate training and placement plans in partnership with the Shelter Operations Manager and other leaders. partners cohesively with the Shelter Operations Manager/Director/Veterinarian to identify, address, document and correct behavioral issues to achieve an appropriate placement/outcome as expeditiously as possible. Provides precise, accurate and empirical animal behavior-related information, consultation and/or training to staff, volunteers, fosters, adopters, rescue/transfer partners, and the public.

ESSENTIAL JOB FUNCTIONS:

- Develop strategic methods to shorten length of stay and increase adoption rates for all canines entering SCRAPS care.
- Conduct canine playgroup sessions, in conjunction with staff and volunteers. Ensure that all participants are well-trained and adhering to rules. Write up playgroup concise and data driven summaries after each session and ensure that the information gets entered into the shelter database.
- Ensure updated behavior information is available at all times via shelter database.
- Provide kennel enrichment activities for all dogs in the shelter.
- Provide pet retention counseling for owners trying to give up pets and adoption follow-up counseling for adopters having issues with adopted dogs.
- Provide specialized adoption and foster counseling for targeted dogs based on individualized plans for each, including support to the adopters and fosters once the dog has left the shelter.
- Update bios, photos, and videos of dogs in the shelter database and use social media to promote the shelter dogs.
- Participate in dog planning meetings, focusing on marketing ideas, behavioral support, playgroup updates, and streamline information sharing to update a team consisting of

various departments and volunteers.

- Lead group and individual dog walking training sessions for volunteers and staff in conjunction with the Volunteer Manager and department heads.
- Collect and compile information from all departments, fosters, previous owners, volunteers, and field trips to create comprehensive behavioral information useful for placement of the animal.
- Build and maintain an "End of Day Reporting" system for information to be gathered and distributed about each dog that comes in and out of the shelter.
- Appropriately and objectively conduct canine behavior assessments.
- Work in tandem with the front desk to schedule and lead meet-and-greets with potential adopters.
- Effectively communicate with staff, leadership, volunteers, and potential adopters.
- Provide thorough and objective behavioral information and consultation to fosters, adopters, rescue/transfer partners, and others to ensure appropriate and responsible animal placement and reduce foster and adoption returns.
- Compile instructions for behavioral training and rehabilitation for specific dogs and educate and train involved staff and volunteers. Works directly with individual dogs to improve, monitor, and continually and consistently assess behavior.
- Report and discuss with the Shelter Operations Manager, Director and partner dog training professionals to address particular animal needs.
- Work with shelter staff to determine and realize appropriate short- and long-term placement (e.g., foster, transfer, continued behavior modification or euthanasia) for individual animals.
- Handle and interact with shelter animals to take photos, create videos, and construct biographies, and provides the Shelter Operations Manager with such materials in a timely fashion.
- Lead, facilitate, and provide support for shelter enrichment activities, including dog playgroups, to reduce animals' in-shelter stress and evaluate personality
- Educate and train volunteers to assist with and undertake enrichment activities.
- Maintain positive relationships with volunteers, foster parents, rescue/transfer partners, and partner dog training professionals.
- Identify, mentor, train, coordinate volunteer dog handlers.
- Develop and maintain positive volunteer relationships.
- Communicate with adopters, fosters, and transfer partners about animals in their care and provides necessary support.
- Monitor and respond appropriately to emails. Keeps current on the science regarding animal behavior in animal shelters and behavioral assessment methods and tools.
- Keep current on progressive developments in animal fostering, in-shelter enrichment, and the like.
- Attend training seminars, expos, symposiums as needed to establish/build/maintain relationships with local, regional, national partners to ensure best practices in animal behavior are being perused and utilized.
- Coordinate behavioral and animal training sessions/classes with volunteers and/or community members when appropriate or desirable. May conduct animal behavior workshops and develop behavior-related handouts.
- Perform other related duties as required or assigned.

EDUCATION AND EXPERIENCE REQUIREMENTS:

- High School Diploma or GED equivalent.
- NOTE: Requires successful completion of criminal background check.
- Must successfully obtain a certificate for legend drug/euthanasia as required by the Washington State Board of Pharmacy within 6 months of employment.
- Possession of a valid Washington Driver's License at time of hire and for the duration of employment.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Knowledge of custodial methods and procedures for animal facility.
- Knowledge of the care and handling of animals.
- Skilled in communicating effectively both orally and in writing, sufficient to exchange or convey information and to give and receive work direction.
- Skilled in establishing and maintaining effective working relationships with supervisors, coworkers, volunteers and the general public.
- Ability to perform moderately strenuous manual tasks.
- Ability to perform a variety of custodial functions to ensure a clean and sanitary environment.
- Ability to handle animals in humane manner, under a variety of situations.
- Ability to euthanize animals.
- Ability to exercise good judgment in handling potentially hostile animals.
- Ability to maintain simple records.
- Ability to provide exemplary customer service.
- Ability to operate general office equipment, such as copiers, faxes, telephones, personal computers and software related to the performance of duties.

CLASSIFICATION STANDARDS (NOT USED ON NEWER CLASS SPECS):

The Lifesaving Programs Assistant classification is distinguished from other classifications within SCRAPS by its focus on animal behavior assessment, training, and placement.

BEHAVIORAL STANDARDS:

All County employees are responsible for contributing to a safe and positive work environment, actively demonstrating the County values in their daily work and interactions:

- **Respect:** Appreciating and valuing customers, other County employees and County leadership by showing courtesy, friendliness and fairness. Communicating in a productive and professional manner.
- **Accountability:** Honoring and delivering on commitments by taking responsibility for personal actions and results; being a responsible steward of public resources and the trust County residents have placed in each of us.
- **Integrity:** Modelling transparent and ethical behavior and demonstrating it with honest and trustworthy behaviors and actions; leading by example and performing work to the highest standards.
- **Innovation:** Striving for excellence by actively pursuing opportunities for new and improved methods, procedures or technologies; fostering an environment of engagement and empowerment and embracing continuous improvement.

ESTABLISHED / REVISED DATES:

1/19/12 (Rev. 3/25/14, 8/24/17, 2/8/19, 5/26/23)