

Behaviorist

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Primary Job Purpose:

Spokane Humane Society is an animal welfare non-profit agency whose mission is supported 100% by donations from the community. The behaviorist is responsible for the enrichment and behavior modification for animals in the shelter and in foster homes; performs, and trains staff to perform, canine behavior assessments; communicates with other shelters and rescue organizations; Each team member of SHS must demonstrate the core values of the organization which include: eager and willingness to go above and beyond, dependable and dedicated to the vision of SHS, and able to be not only be compassionate to animals but also their humans, and fellow staff.

The Behaviorist is responsible for the following items:

Essential Duties (include but are not limited to):

- Develops and implements enrichment solutions and behavior plans for animals in the shelter to enhance their environment, reduce stress, and improve or maintain behavior and adoptability.
- Conducts behavior evaluations and assessments, including the SAFER canine behavior assessment, and provides placement recommendations based on these assessments.
- Identifies management solutions for animals in the shelter to prevent behavior concerns, maximize staff, and volunteer safety. Works closely with staff and volunteers to continuously monitor behavior during the animal's stay in the shelter.
- Prepares behavior waivers for animals displaying higher-risk behaviors.
- Trains staff on behavior assessments, enrichment activities, and behavior modification techniques.
- Collaborates with the foster department to identify and place shelter animals in suitable foster homes.
- Assists fosters with behavior support to enhance adoptability while in foster care.
- Works with other departments to develop, improve, and maintain programs within the shelter that align

with current behavior recommendations.

- Provides referral information and advice on animal behavior issues, training methods, and training equipment.
- Describes animals accurately to the public, including potential adopters and other shelters and rescue organizations, using objective characteristics and behaviors.
- Identifies candidates for transfer and maintains communication with rescue partners.
- Participates in evaluating potential adoptive homes when necessary and communicates with applicants in a courteous and friendly manner.
- Assists in developing informative materials on preventing problem behaviors in the home.
- Engages in continuing education to enhance knowledge of animal behavior and training.
- Demonstrates humane treatment, care, and compassion towards all animals, regardless of the situation or circumstance, and promotes a humane and caring attitude.
- Maintains professional and cooperative interactions with staff members, volunteers, and the public both in person and over the phone.
- Adheres to established protocols regarding shelter operation.
- Fills in for other areas and performs additional tasks as required, including special events.

Secondary Job Functions:

- Attend staff meetings and trainings.
- Stay updated on shelter events and program updates.
- Report damages to structure or equipment that require skilled assistance for repair to the Shelter Manager.
- Ensure proper use and maintenance of equipment and materials.

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- Travel between shelter locations as required.
- Perform grounds maintenance duties, such as seasonal outside tasks like snow removal and sidewalk clearance to entry door. Also, collect pet waste from receptacles weekly and dispose of it in the dumpster.
- Ensure the building is securely locked at the end of the working day. Document any unusual incidents and maintain communication with the Shelter Manager.

Job Type: Full-time

Pay: \$20.00 - \$22.00 per hour

Benefits:

401(k)

Dental insurance

Health insurance

Paid time off

Vision insurance

Schedule:

8 hour shift

Weekends as needed

Work Location: In person