



Animal Care Technician (Evans, CO location)

Job Title:	Animal Care Technician (ACT)
Department:	Shelter - 02
Job Classification:	Full-Time or Part-Time, Hourly, Non-Exempt Position
Job Relationships:	Reports to Animal Care Supervisor(s) and/or Shelter Supervisor(s) Provides support and training to assigned volunteers

Animal care technicians are responsible for the daily care and feeding of the Shelter animals and associated cleaning. The position involves a significant amount of physical labor and direct animal interaction as well as learning safe animal handling, a wide range of operating procedures and more. Animals in our care include dogs, cats, small mammals, exotics and more. Work shifts may be either full-time or part-time and work schedules will include at least one weekend day and overtime for full-time positions as required. Shifts vary and cover 7:30am – 7:30pm Monday-Friday and 7:30AM – 5:30PM Saturday-Sunday and are subject to change. Holiday availability is required, as is evening availability.

Major Duties and Responsibilities

- Performs daily feeding of animals and cleaning of kennels, cages, and public areas while following feeding instructions and disease control protocol to ensure a safe, healthy environment for the animals in our care. These tasks are done both inside and outside in the elements, regardless of time of year.
- Handles a variety of animals including both domestic and some non-domestic of varying degrees of temperament and medical status. Shelter animals include dogs, cats, small mammals and more. Includes direct handling of animals on bite confinement and sick and/or aggressive animals.
- Maintains a constant awareness of safety and performs duties in a manner that maximizes personal safety and that of others and the animals, follows safety procedures, and reports situations that may lead to accidents or injuries, reports on-the-job injuries immediately
- Becomes vaccination certified and administers animal vaccinations, medications and treatments as directed
- Informs appropriate staff about animal health or behavior concerns
- Uses organization’s radios to effectively and consistently stay in contact with other staff
- Enters information into Chameleon software or other shelter software
- Becomes animal handling certified and consistently handles animals utilizing the training and work procedures
- Becomes euthanasia certified and performs euthanasia as necessary and assigned
- Adheres to the standards of professional conduct and communicates in a professional manner with staff, clients, management and volunteers
- Adheres to organizational policy around the frequent usage of PPE (personal protective equipment) to prevent disease spread to animals and humans.
- Maintains solid attendance and punctuality

Other Duties/Responsibilities

- Provides support to team members, supervisors and volunteers
- Cross trains and provides assistance to other shelter departments as assigned
- May provide transportation of shelter animals as needed
- Serves on committees and task forces as assigned
- Learns basic duties of other areas as assigned and supports other departments and staff
- Other duties as assigned

Job Qualifications:

Education/Experience: Minimum of high school diploma or GED/equivalent. One full year of work experience required. Minimum 6 months previous experience working with animals required. Bilingual English/Spanish reading, writing, speaking and understanding a plus and includes a wage premium.

Knowledge: Knowledge of animal breed, behavior and handling; Knowledge of animal health and ability to identify illness desired; Knowledge of Microsoft Office applications a plus as is knowledge of Chameleon or other associated shelter software.

Skills and Abilities: Effective verbal communication and teamwork skills; Able to prioritize duties and perform multiple tasks; Skilled at working in a fast-paced environment; basic computer skills required. Able to work with the animals within the Shelter's care. This includes the ability to work visually and audibly, with animals both alive and deceased, including dogs, cats, small mammals and more. Able to work independently and in a team setting and to remain calm and level-headed in stressful situations. Able to learn, retain, communicate and follow a wide variety of information, standard operating and safety procedures. Able to use sound judgment when dealing with confidential information. Able to work with disinfectants and cleaning supplies and to perform physical work. Able to lift and carry up to 50 pounds unassisted and more with assistance. Able to work a flexible schedule including evenings and weekends as required. Able to work overtime as required. Must have emotional intelligence, work ethics and integrity skills.

Other: Commitment to the mission of the Organization. Willing and able to perform euthanasia and to become euthanasia certified within 3 months of employment. Overtime will be required for full-time employees. Some holiday work will be required. Must be at least 18 years of age. For employees 21 years of age or older, Valid Colorado Driver's License and insurable driving record required. Must maintain personal vehicle insurance requirements. Employees under 21 years of age are restricted from driving a vehicle on behalf of the Organization due to insurance restrictions.

Working Conditions:

Work Environment: Most work is primarily performed in the animal shelter setting, both indoor and outdoor; Potential for exposure to zoonotic diseases and cleaning chemicals; Potential for exposure to dangerous and fractious animals; Potential exposure to high noise levels when in kennel area; Potential for animal bites and scratches while handling animals; Potential exposure to hay and dust; Potential exposure to deceased animals; Potential for exposure to various weather conditions when working outside.

Physical Activities: Handling animals of varying types and temperaments. Frequent lifting and carrying of up to 50 pounds unassisted and more with assistance; Potential for standing on feet and walking 8 to 10 hours a day; Audibly listening and verbally communicating; Driving a vehicle as required (if 21 years of age or older); Kneeling; Squatting; Bending; Cleaning (scrubbing and mopping); Sitting and using a computer; Physically examining animals; Animal restraint; Walking dogs on a leash; Handling syringes and needles.

NOTE: *This job description is not intended to be an exhaustive list of all duties, responsibilities or qualifications associated with the job.* NOCO Humane conducts background checks, DMV checks and requires drug testing of all employment candidates.

We are an Equal Opportunity Employer. Benefits for full-time employees include options for medical and life, dental, vision and supplemental accident insurance; STD/LTD insurance; a matching 403b plan; paid time off (PTO) accrual; 9 paid holidays and more. Benefits for part-time employees include paid time off (PTO); a matching 403b plan and more.