



THE WILDCAT SANCTUARY



They will never know freedom.
Can they at least know compassion?

Role: Senior Animal Caretaker

Reports to: Operations Director

Exempt status: Hourly Non-Exempt

Approved by/date: 3/3/2019

Description: Senior Animal Caretakers will enthusiastically lead and provide all aspects of daily care and husbandry for all sanctuary residents to ensure their health, happiness and safety.

Senior Caretaker must have worked in an Animal Caretaker role (or have similar experience) and be able to demonstrate significant knowledge of animal care, animal husbandry, animal behavior, safety practices and leadership. This key position must be able to work as part of a collaborative team and lead other caretakers and interns to provide individual and holistic care to each cat including all nutritional, medical, physical and psychological needs. Will also participate and lead habitat construction, which includes the design, building and leading projects. The Senior Caretaker role performs Animal Caretaker 1 responsibilities in addition to performing Veterinary Assistant responsibilities, oversight of Zones 2 and 3, training caretakers and interns in all TWS policies and procedures, lead animal introductions and movements and dispense controlled substances under direction of veterinarian.

It is your responsibility as a Senior Caretaker to serve as a leader to the caretaking team to improve the lives of our residents and positively mentor interns, caretakers and volunteers. You must ensure each animal's physical, behavior, mentation and quality of life is met and always go above and beyond to make each day better for them – always!

Responsibilities:

Senior Caretaker

- Provide oversight and leadership, to caretakers and interns in a positive manner, in assigned zones to ensure:
 - Proactively maintain habitats to TWS standards to ensure a comfortable, safe and happy environment for the cats (mow, maintenance, etc)
 - Provide each animal food, water and enrichment daily in a manner that meets their physical needs and enhances their mental health
 - Infuse operant training/behavior modifications into your daily routine to improve the daily life of our residents
 - Document and report all changes in animal behavior, appetite or condition to Hospital Manager in a timely manner
- Mentor, supervise and train interns and caretakers in assigned zone and encourage them to succeed professionally.
- Perform all duties of the Veterinary Assistant role, when assigned and under the direction of the Hospital Manager.
- Mentor, lead and supervise caretakers and interns with introduction and movements (with ED approval)
- Mentor, lead and supervise caretakers and interns with sedation and transfer of animals to hospital on vet days



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- Dispense and administer controlled substances under direction of Veterinarian and Hospital Manager
- Continually research, recommend and provide "best practices" for the animals in our care including enrichment, medical care, spacious enclosures, diet, etc.

Animal Care

- Clearly understand and follow all TWS safety protocols and procedures- always
- Secure buildings, grounds and enclosures to ensure safety of all residents and people.
- Provide all aspects of daily care for the animals in assigned areas meeting and exceeding TWS standards
- Clean and maintain habitats, buildings and lockouts consistent with TWS standards
- Know animal species, names, history, health concerns, likes and dislikes, etc.
- Observe animals for any signs of illness, lethargy, injury, or dietary problems. Document and report any problems to the Hospital Manager.
- Pro-actively observe and document subtle issues such as not shifting, not using the indoors, change in behavior, that may contribute to a large problem and report to Zone Lead and Operations Director.
- Each, and every day, problem solve and make recommendations to better their lives and customize care or our residents (shoveling paths, giving geriatric straw.)
- Ensure animals receive medications and prescribed treatments
- Inspect animal areas for security and safety of animals, staff and the public and work with facilities to repair
- Perform routine inspection and maintenance of buildings, enclosures, grounds, and equipment and report and structural or mechanical problems.
- Communicate pertinent information to team members, superiors and Executive Director
- Ensure seamless animal care and husbandry during shift changes
- Assist with supervision and training of interns in a positive manner
- Assist with introductions and movements as approved by the Executive Director
- Assist with sedation and transfer animals to hospital on vet days as approved by the Hospital Manager and Executive Director
- Assist in hospital under direction of Hospital Manager and Vet Assistant
- Lead in zones when scheduled and as assigned by zone lead, when they are off
- Maintain daily observations, daily animal care log, and other records as needed in the assigned area
- Actively participate in the animal training (operant conditioning) and enrichment programs to benefit the animals
- Perform basic restraint, crating/uncrating and transport of animals as required
- Participate in the animal escape and recovery plan, following TWS emergency procedures and protocols
- Assist with inventory control to maintain optimum levels of food, supplies, materials and equipment
- Must be available to work overnight shift 1-2 nights per week



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- Must be willing and able to work a rotating schedule with flexible hours including overnights, evenings, weekends, holidays and emergencies.

Habitat

- Proactively ensuring all USDA and GFAS guidelines and requirements are not only continually met, but clearly surpassed.
- Ability to effectively lead construction projects to build and improve habitats, including enthusiastic supervision, training and follow up with interns, staff and volunteer crews
- Design and make recommendations to modify or enhance habitats
- Design and construct permanent enrichment in habitats and animal building
- Identify and perform minor repairs to fencing, habitats and animal buildings.
- Work with facilities to coordinate repair of major damage or routine maintenance work.
- Must be able to climb ladders/stairs, lift crates/animals and/or equipment weighing 70lbs
- Operate mowers, handle fire hose for cleaning, operate weed eaters, chain saws and operate wheel barrows loaded up to 150lbs.
- Operate UTV's, tractors, pickup truck, bobcat and other equipment.
- Must be agile and flexible to maneuver in and around animals within enclosures and holding areas.

Miscellaneous

- Supervise, engage and/or monitor the public, donors, Board Members, and volunteers in a positive manner ensuring the safety of all individuals on property and animals.
- Participate in special events, marketing, and other promotional activities as assigned. In Sandstone and on-line.

Experience

- Minimum of 3 years plus or direct animal care experience or demonstrated skill set, in a sanctuary or similar setting caring for large carnivores
- Degrees in the fields of zoology, biology, animal psychology, veterinary sciences or other animal-related will be considered but not required
- Certified and experienced in Wildlife Handling and Chemical Immobilization.
- Experience with “no contact” and operant conditioning/behavior modification.

Qualifications

- Ability to make a commitment to the organization's mission, vision, values and strategic anchors, including our “no contact” policy.
- Ability to make a commitment to the animals by focusing on individualized care and continually going above and beyond when it comes to medical care, diet, habitats, enrichment, etc.
- General knowledge of Zoonotic Disease and Sanctuary SOP's
- Trained in chemical immobilization and fire arms within 6 months of start date.



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- Ability to work in extreme weather conditions from 100-degree days to freezing temperatures.
- Must have tetanus vaccine.
- Ability to work safely, recognize safety hazards, and apply proper safety precautions
- Adhere to Sanctuary policies, procedures, and protocols.
- Foster an open and inclusive work environment by modeling TWS behaviors and values, consistent with the vision, mission and strategic anchors of the organization.
- Professional respect, empathy and kindness toward coworkers, managers, and subordinates, as well as donors and volunteers.
- Friendly and outgoing personality with a willingness to guide, teach and learn from others, including interns and volunteers.
- Understanding that this is a non-traditional, full-time position requiring a flexible, non-traditional schedule and commitment.
- Ability and desire to work in a fast-paced, ever-changing environment and embrace flexibility.
- Must be able to handle the physical and emotional aspect of work in a sanctuary and have high level of resiliency.
- Critical thinker who can offer recommendations and creative solutions.
- Willingness to do what is needed in the moment to benefit the animals and organization. (Regardless if this falls under job description)
- Must be results-oriented, self-reflective and take responsibility for actions.
- Attention to detail as it pertains to animal wellness and safety. Always going above and beyond for the animals.
- Possession of a valid driver license. Reliable transportation to our rural location in all four seasons is required.
- Willingness to accommodate TWS dogs and domestic cats in the work place.