



Job Title: Wildlife Care Specialist - Rehabilitation Clinic
Employee Classification: Hourly (Seasonal, Non-Exempt)
Reports To: Coordinators of Wildlife Rehabilitation Clinic

Position Summary:

The Wildlife Care Specialist (WCS) provides care for wildlife in the Wildlife Rehabilitation Clinic, including: performing intake exams, providing medical care, performing animal husbandry duties, and hand-rearing neonates. The WCS also cleans and maintains wildlife facilities; interacts with and educates the public via the Wildlife Helpline and informal interactions; and trains and supervises volunteers and interns.

Essential Functions:

- Animal husbandry- Under direction from Coordinators, follows animal husbandry and care protocols for all patients to provide daily care, including: feeding, cleaning, setting up appropriate habitats, providing enrichment, observing and documenting animal behavior and physical condition, record keeping, capturing and restraining animals, and transporting animals. Follows protocols to hand-rear neonates.
- Wildlife medical care – Under direction from Coordinators, follows treatment plans for each patient, including: administering medications and fluids, tube-feeding, wound treatment, fracture treatment, and providing physical therapy. Occasionally performs intake examinations on patients to diagnosis injuries and performs fecal exams.
- Facility upkeep and repair – Maintains animal, staff, and guest areas within the clinic and pre-release area including: ensuring all animal areas are secure and free of hazards at all times; ensuring USDA standards are being met in all areas; adhering to all cleaning and task schedules; performing maintenance checks as assigned; performing yardwork such as leaf and snow removal, tree trimming, grass mowing/weed-whacking, and refreshing substrates; installing habitat furnishings; performing minor repairs within habitats and of equipment; and cleaning public pathways and inspecting these areas for hazards.
- Resource inventory and procurement- In collaboration with Coordinators, follows established procedures to inventory, manage and procure resources such as food, supplies and medications. Ensures all items are stored properly.
- Communication – Effectively communicates updates, issues and needs with team members and Coordinators in a timely manner. Effectively communicates pertinent information to volunteers and interns, including updating written materials.
- Helpline and guest interaction – Answers Wildlife Helpline to ensure callers get timely, accurate information and customer service standards are met. Delivers high level of empathy and education to callers and finders. Solicits donations and ensures donation collection process is followed.
- Volunteer and intern training and supervision – In collaboration with Coordinators, trains and develops volunteers and interns and provides daily supervision and recording of hours.
- Programs and events – Participates in, supports, and/or leads Howell Nature Center programs and events as assigned.
- Special projects as assigned by the Coordinators, Manager, Director and CEO.

Entry Requirements

Knowledge of native Michigan wildlife; ability and experience in providing care for wildlife; ability and experience in capturing and restraining wildlife; knowledge of and ability to provide medical care for injured and orphaned wildlife; ability to clean, maintain, and repair (minor) facilities; ability to communicate effectively with supervisors, volunteers, team members and veterinarians; ability to supervise volunteers, and interns.

Job Specifications and Physical Requirements:

The requirements 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.

Qualifications:

- At least 18 years of age.
- Bachelor's degree from four-year college or university in Biology, Zoology, Animal Sciences or a related discipline; minimum of two years of wildlife-related experience. Vet tech license may replace Bachelor's degree

Language Skills:

- Ability to read and interpret records and instructions.
- Ability to write reports, business correspondence, and detailed records.
- Ability to effectively present information and respond to questions from supervisors, volunteers and the general public.

Technical/Mathematical Skills:

- Ability to calculate figures and amounts such as medication dosages, proportions, percentages, and volume.

Animal-Related Skills and Requirements:

- Ability to observe and interpret animal behavior, body posturing, and symptoms of injury and illness.
- Ability to safely capture, restrain and handle wildlife from all taxonomic groups.
- Ability to work calmly around animals during high-pressure situations such as emergencies and escapes.
- The employee will be required to participate in euthanasia decisions due to medical conditions and conditions affecting quality of life.

Physical Requirements:

- The physical demands described here are representative of those that must be met by an employee to perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.
- While performing the duties of this job, the employee is regularly required to talk or hear. The employee is occasionally required to sit. The employee is frequently required to stand; walk; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; and smell. The employee must frequently lift, push and/or pull up to 25 pounds and occasionally lift, push, and/or pull up to 50 pounds. Specific vision abilities required by this job include close and long-distance vision.

Working Conditions:

- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee is frequently exposed to wet and/or humid conditions, moving mechanical parts, and outside weather conditions. The noise level in the work environment is usually moderate.
- While performing the duties of this job, the employee is frequently exposed to dangerous animals and animals with risk of zoonotic disease transmission.

Compensation:

- \$12 per hour