



Friends of Oakland Animal Services

Job Title:	Dog Behavior Coordinator
General Purpose:	<p>This position may be held by one full-time employee or up to three part-time contractors, for the following three functional areas: (1) Behavior evaluations; (2) behavior modification for shelter and foster dogs; and (3) behavioral support for fosters and adopters. The selected individual(s) will work on-site at Oakland Animal Services (OAS), the city's only open-admission shelter. All roles focus primarily on large dogs who aren't doing well in a stressful shelter environment, requiring experience working with dogs with behavioral challenges. All work in close coordination with shelter management, the Animal Care Supervisor, Animal Care staff, and the Foster, Adoption, and Transfer Coordinators and volunteers.</p> <p>As a pilot shelter in the Human Animal Social Services (HASS) program, OAS has introduced equity focused shelter-intake and community-serving programs, such as providing access to veterinary care, to help keep animals with their families. Through support from Friends of Oakland Animal Services (FOAS), OAS has created an Outcome Team, made up of the Foster, Adoption, and Transfer Coordinators, to focus on hard-to-place animals and reduce length of stay.</p>
Location:	<p>Oakland Animal Services 1101 29th Ave Oakland, CA 94601</p>
Job Classification:	Full time, 40 hours/week
Reports to:	<p>FOAS Executive Director for employment matters OAS Director or his/her designee for daily job operational needs</p>
To Apply:	Please email resume and cover letter to Tony@oaklandsanimals.org
Job Description	
<p>Job Duties and Responsibilities</p> <p>BEHAVIOR EVALUATIONS</p> <ul style="list-style-type: none"> • Review owner surrender information. • Perform handling evaluations for designated dogs. • Compile behavior/handling/playgroup notes from staff, fosters, and volunteers. • Maintain meticulous records of behavior observations and disclosures using the shelter database software. • Maintain a system to regularly communicate behavioral changes to staff, volunteers, and transfer partners. • Assist shelter staff with weekly population assessment to ensure status/status change and minimize length of stay. • Regularly monitor and update behavior profiles. • Work in close coordination with shelter management, the Animal Care Supervisor, Animal Care staff, and the Foster, Adoption, and Transfer Coordinator and volunteers. • Other duties as assigned. 	

BEHAVIOR MODIFICATION AND ENRICHMENT FOR SHELTER, FOSTER AND ADOPTED DOGS

- Develop behavior modification program for select dogs with behaviors that make them likely to be challenging for fosters and adopters (e.g. jumpy, mouthy, reactive)
- Provide training to staff, fosters and shelter volunteers to ensure consistent compliance with behavior plans.
- Coordinate daily playgroups and develop a system for ensuring dogs who would most benefit from playgroups are included.
- Coordinate and provide oversight to volunteers responsible for dog enrichment.
- Work in close coordination with shelter management, Animal Care staff, and staff responsible for the foster program, adoptions, and transfers.
- Other duties as assigned.

SUPPORT FOR FOSTERS AND ADOPTERS

- Recommend dogs for the foster program and provide behavior plans if necessary.
- Support Foster Coordinators, fosters, and volunteers for dogs with challenging behaviors (e.g. leash reactivity, aggression, resource guarding, arousal, lack of impulse control, etc.).
- Coordinate with outside trainers when needed, adding behavior plans to shelter database and overseeing their implementation.
- Coordinate, provide oversight to and build the capacity of the Volunteer Foster Behavior Support Team, to assist fosters with lower level behavior concerns (e.g. crate training potty training, decompression, etc.).
- Determine appropriate dogs for off-site adoption events and other outings.
- Provide tools, training and resources to staff and volunteers responsible for adoption matchmaking.
- Provide behavior resources and support to potential and actual adopters (e.g. handouts, training recommendations)
- Speak with adopters who are experiencing challenging behaviors to offer guidance as well as assessing whether the dog should be returned.
- Keep behavior resources updated for use by fosters, adopters and the public.
- Maintain meticulous records of animal care, status, and location using the shelter database software.
- Other duties as assigned.

Qualifications and Education Requirements

- Associates degree from an accredited college or technical school or two years' experience working at an animal shelter performing animal behavior duties.
- Familiarity by training or experience with basic animal care such as handling animals, vaccination, deworming, weighing, and giving medications.
- Experience working with large dogs (handling, basic training, understanding/identifying behavior issues).

Required Knowledge, Skills and Abilities

- Commitment to the mission, goals and success of Oakland Animal Services.
- Knowledge of basic animal health care, safe animal handling practices, and defensive handling practices for dogs.
- Comprehensive understanding of dog behavior, including demonstrable playgroup leadership skills, with experience with Dogs Playing for Life preferred.
- Ability to recognize symptoms of common animal diseases.
- Ability to lift and handle dogs (including large breeds), lift and move supplies such as large dog crates, 50lb dog food bags.
- Positive attitude with the ability to establish and maintain effective and cooperative working relations with the public, partner organizations, and other employees; aptitude and experience maximizing collegiality and teamwork among co-workers.
- Flexibility, adaptability, aptitude for effectively prioritizing multiple tasks, and a strong work ethic.
- Strong computer skills, including Microsoft Office and database systems.
- Excellent organizational and communication skills.

Working Conditions

- Primary work location in an animal shelter environment.
- Exposure to loud noises in the kennel areas.
- Potential for exposure to animal feces, blood, and zoonotic diseases.
- Potential for exposure to animal bites and scratches.
- Must be able to work a flexible schedule which may include evenings and weekends.
- Must be able to tolerate the emotional aspect of work in an animal shelter environment, including the use of euthanasia.

Compensation

- \$70,000-\$80,000 FTE, or \$30-\$40/hour for part-time employees, depending on experience. Nine select paid holidays, plus accrued vacation and sick time based on hours worked. Partial health benefits and 401k retirement plan also offered.