



shadesofhope.ca

July 3rd 2024

Employment Opportunity: Wildlife Rehabilitation Technician

Description:

Shades of Hope Wildlife Refuge (SOH) in Pefferlaw, Ontario is seeking an experienced Wildlife Rehabilitation Technician with strong organizational skills and the ability to effectively lead and supervise others. SOH is a registered charitable wildlife hospital and rehabilitation centre that provides medical treatment and rehabilitation services to an average of 7000 injured and orphaned wildlife patients annually. Dedicated to the rehabilitation and release of wildlife, our team is committed to providing compassionate care and fostering the overall physical, mental and social well-being of injured, sick, and/or orphaned wild animals.

Under the direction of the Wildlife Rehabilitation Director (WRD) and Wildlife Rehabilitation Managers (WRMs), the Wildlife Rehabilitation Technician (WRT) assists in the admission, rehabilitation, and release of SOH's wildlife patients. This position is supported by a team of 2-3 other WRT's, 2-3 Animal Care Attendants (ACA's), and a seasonally variable number of interns and volunteers.

Purpose: The Wildlife Rehabilitation Technician is responsible for the day-to-day animal care/rehabilitation and the supervision, guidance and training of ACA's, interns and volunteers. This position implements established protocols to provide the highest possible standard of care for our patients.

Compensation: This is a full time salaried position with an average of 40hrs per week, including day shifts, evenings, weekends and holidays, with 10 days paid time off annually; to be taken during our quiet months, by arrangement with management. Holidays worked accrue time off in lieu. Performance evaluations will be given after the first three months and first twelve months of work, and annually thereafter. Applicant must be legally entitled to work in Canada. Remuneration offered will be commensurate with experience.

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Duties and Responsibilities:

- Following established protocols and standards at the facility, evaluate health and behavioral needs of patients and provide care and rehabilitation to injured, sick, or orphaned wildlife species from admission to release; including but not limited to handling and restraint, triage, emergency and critical care, intake exams, provision of medical treatment and nutritional support, and moving patients through the rehab process in a timely manner.
- Perform basic medical procedures such as splinting, bandaging, wound care, accurate dosing and administration of oral, IM, SC & (under supervision) IV medications and fluid therapy, and performing physical therapy.
- Assist WRD, WRM's and/or veterinarian with medical procedures and maintain associated clinical medical records/logs including radiographic positioning and imaging, performing anesthetic procedures, surgical assisting, euthanasia, and monitoring the vital signs and condition of wildlife patients in the perioperative period.
- Maintain accurate records of examination, treatment, rehabilitation progress and final disposition of all patients, including keeping patient cards current with case information, treatment, feeding schedule and rechecks; and communicate patient needs to the WRM's and/or WRD.
- Determine, delegate and/or perform daily requirements for maintaining cleanliness and sanitation of enclosures, equipment, and facilities.
- Determine, delegate and/or perform daily requirements to ensure that feed schedules are adhered to and other animal care needs met in a timely and appropriate manner.
- Determine, delegate and/or perform collection and analysis of routine laboratory diagnostic samples (e.g. fecals, PCV/TP, lead test).
- Monitor inventory and report diminishing supplies to the WRD.
- Identify and report maintenance issues to the WRD in a timely manner.

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- Supervise, delegate, train and mentor ACA, intern and volunteer duties to ensure satisfactory completion of tasks, including but not limited to:
 - Maintaining cleanliness, sanitation and order in all facility areas including janitorial, laundry, and general cleaning,
 - Ensuring that animals are being handled in a manner that maximizes human and animal safety, and that protocol to minimize risk of contraction of zoonotic disease are being adhered to.

The Wildlife Rehabilitation Technician may be assigned other duties by the WRD and is expected to perform established duties without direct supervision.

Requirements:

- Must be able to read, write, and speak clearly in English so that written and verbal instructions can be followed, and have excellent basic mathematical skills and the ability to accurately work with units of weight, volume and concentration.
- Must have a positive and motivated “Can do” attitude, be able to handle stressful situations calmly, exhibit a strong work ethic and work maturely, cooperatively and respectfully with a diverse group of people.
- Must be able to take direction and balance multiple projects by taking initiative and working independently in an efficient and productive manner with strong attention to detail while remaining adaptable to the ever-changing priorities commonly experienced in the wildlife rehabilitation setting.
- Must have a sound knowledge of NWRA wildlife rehabilitation standards and demonstrable skills in identification, natural history, species-specific diet and habitat needs; and have a keen interest in, and ability to expand this knowledge.
- Demonstrated experience in performing physical examinations, patient triage, routine diagnostics, nutritional planning, patient housing, and basic medical skills such as administering injections, basic wound/fracture management, gavage feeding, fluid therapy, pain management etc.
- Demonstrated ability in handling and restraint of animals in a calm and careful manner that maximizes human and animal safety, and reduces stress to wildlife.

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- Must be able to understand why euthanasia is necessary when an acceptable standard of quality of life is not realistic.
- Physical ability to lift and carry up to 20kg and perform tasks requiring bending, kneeling, and standing for extended periods; sometimes outdoors during inclement weather for short periods of time. Employees are exposed to moving parts, zoonotic diseases, aggressive/feral animals,
- Employees are exposed to moving parts, zoonotic diseases, aggressive/feral animals, toxic/caustic chemicals and radiography equipment. Must be able to work in a safe manner and be capable of reacting quickly to potentially hazardous situations involving wildlife.
- Minimum 2 years' experience in the care and rehabilitation of a broad range of wildlife species including birds, mammals and reptiles at a licensed wildlife rehabilitation facility
- Minimum 1 year of supervisory experience including the ability to delegate appropriately according to skills and abilities of staff, interns and volunteers.
- Must have Tetanus vaccination and rabies pre-exposure
- Applicants must have the flexibility to work weekends, holidays, early mornings and evenings as needed.
- Must be able to work in a high-volume rehabilitation center and thrive in a fast-paced, high activity work environment

To apply: Please send your current resume with a cover letter detailing experience and qualifications. Include names and contact information for three professional references that can speak directly to your job qualifications. Only qualified applicants will be contacted.

Send applications to: gail@shadesofhope.ca

Note: Please do not call to inquire about the position. This is an animal hospital and the staff must remain focused on the care of animals. Please email questions or inquiries to the email address above. Thank you!

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