



CLASS SPECIFICATION

Class Title: Animal Behavior and Training Coordinator
Department: Animal Care and Control
FLSA: Non-exempt

Class Code: 6678
Grade: 16
Eff. Date: 1/1/2025

GENERAL PURPOSE

Under general supervision and direction from the Shelter Services Supervisor, responsible for the training, enrichment, and behavior modification of animals at Animal Care of Davis County.

EXAMPLE OF DUTIES

Participates in the implementation of in-house animal training programs using positive reinforcement training methods. Evaluates animals and develops and implements behavior plans. Trains staff and volunteers about animal behavior and positive reinforcement training methods. Enters and maintains notes electronically; maintains training records and working files as assigned.

Delegates and assists other staff in the implementation of training plans and behavior programs. Offers pre- and post-adoption support services regarding behavior and training. Performs and assists daily with euthanasia and disposal of animals of various sizes.

Manages groups of dogs with various behavior dynamics to assess behavior and training needs according to play styles. Educates potential adopters and guests about animal behavior and training methods used at Animal Care of Davis County. Provides comprehensive and specific information to potential adopters about each animal's behavior and training needs.

Provides community outreach on animal behavior through pre- and post-adoption services, public workshops, information materials and participation in special events. Assists in the creation of educational handouts and resources for members of the community on humane training techniques as needed. Participates in public programming. Trains animals in front of the public and assists members of the public in having safe, educational, and entertaining animal interactions during those training sessions.

Performs related duties as assigned.

MINIMUM QUALIFICATIONS

1. Education and Experience:

High school graduation (or equivalent) plus three (3) years of full-time employment as a professional animal trainer; an acceptable combination of related education and experience may be considered. A certification in animal behavior from a recognized and credible source is required. Credible sources include IAABC, CCPDT, the Karen Pryor Academy for Animal Training & Behavior, and/or the CPDT-DA or CPDT-KSA certification.

Preference given for previous work in an animal shelter or rescue.

2. Special Qualifications:

Employees driving a personal or a County vehicle for job related travel must possess a valid driver license, maintain the minimum vehicle liability insurance as specified in the Utah Code, and must operate a motor vehicle in a safe manner; new employees with an out-of-state license

must obtain a valid Utah Driver License within sixty (60) days of hire date (exceptions for military personnel and their dependents).

3. **Necessary Knowledge, Skills and Abilities:**

Knowledge of: animal handling skills including the ability to read animal body language; canine ethology, including the influence of genetics on behavior, developmental influences, normal social structures of dogs in different contexts and communicative signals (predatory behavior, play behavior, etc.) preferred.

Skill in: basic computer, including Google Workspace and selected shelter software/database programs.

This position may require the driving of a motor vehicle; skill in operating a motor vehicle in a safe manner; ability to ensure motor vehicle is operating in a safe manner; knowledge of Utah motor vehicle rules and regulations.

Ability to: represent Animal Care of Davis County in a professional and courteous manner at all times, work efficiently and calmly under challenging conditions; effectively work with large and small animals; effectively train on a variety of animal behavior topics using industry best practices; communicate effectively (orally and in writing); follow written and oral instructions; establish and maintain effective working relationships with supervisors, other employees, clients, other agencies, and the public.

WORKING CONDITIONS

Work occasional evenings, weekends and holidays.

Work in stressful and noisy conditions. Required to stand, walk, stoop, kneel, crouch, climb and manipulate (lift, carry, move) up to 100 pounds; work outdoors in varying temperatures and climates; work with aggressive and potentially vicious animals; work in an environment with exposure to deceased, sick and injured animals, animal matter, hair and noxious odors; work with cleaning materials; use strength and agility while working with active animals. Presents a professional appearance to the public at all times.

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities and skills required of personnel so classified. **All requirements are subject to possible modifications to reasonably accommodate individuals with disabilities.**