



Job Title: Canine Team Lead – Behavior

Responsible To: Canine Manager

Hours: Full-time, 40 hours, shifts vary, weekends/holidays required

Summary of Duties and Responsibilities

To lead and mentor the Canine Team in providing top notch customer service and animal care, with an emphasis on behavior and enrichment. To help ensure that animals become available for adoption in a timely manner. To facilitate organization and efficiency of the Canine Team. The ability to work in an ever-changing working environment with flexibility and a positive attitude. To represent the ARLGP positively in the community.

Primary Duties and Responsibilities

Behavior Responsibilities

- Teach and train the Canine Team Defensive Dog Handling practices.
- Teach and train volunteers Defensive Dog Handling practices.
- Develop enrichment plans for the dogs in our care.
- Teach and train the Canine Team how to facilitate canine behavior surveys.
- Create adoption needs for dogs based on behaviors observed in the shelter and/or foster home.
- Educate adopters about the various behavior needs of our available dogs.
- Work with the Canine Manager to ensure dogs' behavior needs are being met.

Animal Care/Day-to-Day Responsibilities

- Recognize, assess, and solve problems in day-to-day operations.
- Responsible for feeding, medicating, vaccinating, and providing other medical treatments as assigned.
- Observing animals for illness, infestations, and behavior changes and reporting and documenting as needed.
- Train, assess, and communicate with volunteers to ensure protocols are followed, goals are met, and that they feel valued and appreciated.
- Be conversant in and understand the philosophies of an open admission facility.
- Be conversant and accurate in areas of shelter software pertaining to animal record keeping. To be conversant and accurate in other computer related software that is used at the ARLGP.
- Interact with the staff, volunteers, and community members in a polite, professional, and non-judgmental manner at all times.
- Responsible for presenting a neat and professional appearance to the public.
- Be familiar with the personalities, behaviors, health status, and previous history of animals available for adoption, and to speak articulately to the public about all.
- Aid in the marketing of animals in a positive, upbeat yet truthful manner.

Team Lead Responsibilities

- Monitor team's performance and delegate tasks to ensure daily goals are met.
- Train, coach, and mentor members of the Canine Team.
- Report team development and activities to Canine Manager.
- Train, assess, and communicate with volunteers to ensure protocols are followed, goals are met, and that they feel valued and appreciated.
- Recognize, assess, and solve problems in day-to-day operations.
- Abide by the ARLGP protocols and standard operating procedures and ensure that staff members are doing so, as well.
- Be conversant in shelter policies pertaining to adoptions, surrenders, behavior assessments, treatment guidelines, and euthanasia.

Education, Prior Work Experience, Physical Requirements

- 1-3 years in a staff supervisory position required.
- Experience working with dogs with varying behavior needs required.
- Demonstrated ability to create and execute behavior plans for dogs required.
- Prior shelter or veterinary practice experience preferred.
- Demonstrated ability in oral and written communication skills.
- Demonstrated ability for hard, physical work in an emotional and stressful environment.
- Ability to lift 50 pounds unassisted.
- Ability to climb stairs several times per day.
- Ability to access primary worksite that is not handicapped accessible, lift, scoop, bend, twist, and walk as part of essential job functions.
- Possess a valid State of Maine Driver's License.

Work Environment

Work is performed in an animal shelter. Potential for exposure to environmental factors such as temperature variations, high noise levels, zoonotic diseases, animal waste, hazardous chemicals or chemical materials requiring OSHA Material Safety Data Sheets, anesthetics, sharp objects, and potential hostile persons and/or dangerous and fractious animals.