



## POSITION SUMMARY

*Wayside Waifs Inc.*

**Title:** Behavior Evaluator  
**Department:** BE Team  
**Reports To:** Canine Care Manager  
**Updated on:** January 9, 2018  
**Status:** Non-Exempt, Full Time 40 hours,  
Sunday – Thursday 8:30a – 5:30p  
Some evenings and weekends  
Required.  
**Approved By:** Vice President of Animal Welfare

The Mission of  
**Wayside Waifs**

*Wayside Waifs is a charitable animal shelter whose purpose is to place adoptable companion animals in responsible homes by providing temporary shelter, educating the public, and developing partnerships.*

### POSITION SUMMARY

The Behavior Evaluator is responsible for behaviorally testing all canines and entering test data in a timely manner. Other responsibilities include creating behavior modification plans when needed, implementing behavior modification, and monitoring the behavior of shelter dogs. An important aspect of the job is to provide honest, objective behavioral information when evaluating an animal's mental welfare and to help determine if the animal is a good adoption candidate. The Behavior Evaluator will help educate volunteers, fellow staff members, potential adopters, and the public about the most current and ethical dog training methods and management techniques for various canine behavioral issues.

### PRIMARY ACCOUNTABILITIES

1. Work within a team of three to evaluate all canine owner surrender appointments before accepting the animal into the shelter. Work closely with the Admissions department to assist in providing the best customer service for all appointments.
  - Discuss all options with Admissions clients such as hiring a trainer, etc., which would enable the pet to stay in the home
2. Assess all canines from sources other than owner surrender's in a timely manner.
  - Ensure a thorough behavior assessment is completed on each dog tested
  - Complete a behavior modification memo and paperwork for all dogs who need to enter a behavior modification program
3. Make recommendations to staff and volunteers regarding canine behavior issues when necessary.
4. Work with dogs who need behavior modification on a daily basis.
5. Teach volunteer training classes for our behavior modification programs.
6. Teach puppy-training course to members of the public. Responsible for coordinating attendees as well as accepting payment for the classes.



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### **Wayside Waifs Inc.**

7. Monitor and assist the volunteer behavior modification programs and make recommendations when needed, communicating appropriately with volunteers in person and via social media.

### **ESSENTIAL FUNCTIONS/ KEY COMPETENCIES**

- Thorough understanding of canine behavior
- Thorough understanding of classical conditioning and operant conditioning and the ability to apply those concepts using the human hierarchy of animal training
- Ability to use safe and humane dog handling techniques for both fearful and aggressive dogs
- Ability to work within a team setting as well as independently
- Strong customer service background
- Ability to work with and train volunteers
- Strong attention to detail and ability to prioritize tasks
- Ability to work under pressure
- Ability to communicate effectively both verbally and in writing
- Strong public speaking skills

### **POSITION REQUIREMENTS**

#### Education

- High School diploma or GED; Degree preferred
- CPDT- KA preferred

#### Physical

- Ability to lift 50lbs
- Significant amount of standing and squatting during a typical day, exposure to fumes, animal smells, and airborne particles
- Noise level is moderate to high
- Exposure to animal waste