



POSITION SUMMARY

Wayside Waifs Inc.

Title: Behavior Evaluator
Department: BE Team
Reports To: Canine Behavior and Training Manager
Updated on: May 2019
Status: Non-Exempt, Full Time 40 hours
Schedule to be determined. **Some evenings and weekends required.**

Approved By: Vice President of Animal Welfare and Operations

The Mission of Wayside Waifs

Wayside Waifs is a charitable animal shelter whose purpose is to place adoptable companion animals in responsible homes. To accomplish this, we employ 3 key strategies:

- *Providing temporary shelter for homeless companion animals*
- *Educating the public*
- *Developing partnerships, collaborations, and strategic alliances*

POSITION SUMMARY

Behavior Evaluators are responsible for behaviorally testing all canines and entering test data in a timely manner. Other responsibilities include creating and implementing behavior modification and enrichment plans as needed and monitoring the behavior of shelter dogs, particularly those in one of our behavior modification programs. 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. 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
2. Support the efforts of the Admissions team in evaluating canine owner surrender appointments as requested by the Admissions team if they have behavior concerns.
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. Responsible for coordinating and teaching future behavior modification and puppy training classes offered to the public.
7. Monitor and assist the volunteer behavior modification programs and make recommendations when needed, communicating appropriately with volunteers in person and via social media.



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ESSENTIAL FUNCTIONS/ KEY COMPETENCIES

- Thorough understanding of canine behavior and demonstrated ability to read dog body language
- 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 in a team setting as well as independently as needed
- 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
- Ability to handle dogs up to 100lbs