



pasadena humane society & spca

Behavior Specialist

FSLA Classification

Full-Time, Non-Exempt, Tier 6b

REPORTS TO: Behavior Coordinator

DIVISION: Operations

DEPARTMENT: Animal Care & Facilities

PROGRAM: Behavior

JOB DESCRIPTION

Summary/Objective

This position provides education and training to members of the public to assist with responsible pet ownership. It requires experience in dog training, education, and in reading and assessing body language of sheltered animals in an effort to help with their adoption.

Supervisory Responsibilities: None.

Job Duties and Responsibilities:

- Perform behavior assessments, evaluations, enrichment, training, and modification programs of sheltered animals to ensure adoptability and placement.
- Assist with designing, teaching, oversight, and day-to-day activities of specific classes and behavior programs as assigned.
- Assist pet owners with specific behavior and care needs through the PHS behavior helpline, private consultations, classes, assisting with adoptions, public inquiries and handouts as assigned.
- Identify animal behavior and care needs, document, execute, and report to appropriate department.
- Assist with the development of programs and training to work closely with and oversee volunteers that are assigned and trained in different behavior programs.
- Ensure safe and humane animal handling at all times.
- Clean animal areas if and when assigned.
- Maintain documentation and record keeping for behavior programs as needed.
- As part of shelter care team, monitor animal health, document and report challenges to the appropriate department.
- Assure a safe working environment and actively participate in PHS safety programs.
- Participate as needed in special department projects.
- Work as a team member with other departmental managers.
- Represent PHS at outside meetings, liaise with other organizations and contractors/partners as needed. Make presentations and speak publically on PHS.
- Perform other duties as assigned.



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Requirements and Qualifications

- Must interact positively with supervisor, management, coworkers, volunteers, and the public to promote a team effort and maintain a positive and professional approach.
- Must come to work regularly and on time, follow directions, take criticism, get along with coworkers and supervisors, treat coworkers, supervisory staff, members and guests with respect courtesy and to refrain from abusive, insubordinate and/or violent behavior.
- Ability to lift up to 50lbs.

Skills and Qualifications

- Experience in handling animals, teaching reward-based training.
- Experience in behavior and body language, and client communication regarding behavior and training.
- Candidate must be able to work within the confines of established curriculum and protocols as well as offer creative ideas to grow Behavior and Training Department.
- Must be able to follow both oral and written instructions.
- Candidates must have a positive attitude and be willing to work as a team.
- Minimum high school graduate (or GED/proficiency certificate).
- Dog training certification highly preferred (CPTD, KPA-CTP, CDBC, ANWI).
- Experience in teaching group or private dog training.
- Must be at least 18 years of age.

Work Schedule

Schedule will include evening and weekends. Schedule is subject to change.

Working Conditions

Fast-paced environment with lots of standing, bending, and walking. Exposure to numerous animals including those with uncertain dispositions. Handling of a variety of shelter and owned dogs with unknown behavior.

PHS prohibits discrimination against or harassment of any person employed by or seeking employment with PHS because of race, creed, religion, color, or national origin or because of age, physical or mental disability, marital status, or sex when the reasonable demands of the position do not require an age, physical or mental disability, marital status, or sex distinction. Federal law requires proof of citizenship or "alien right-to-work" status.