



# Avian Care Specialist

Rehabilitation & Conservation Ambassador Keeper

## Open Position

Foxloft Vulture Conservancy is seeking to expand its team as we move into the busy 2024 summer season. This position is geared towards people who have prior experience working at a wildlife center, zoological institution, or wildlife rehabilitation facility and have significant experience with daily bird care.

Foxloft Conservancy is a small but growing 501c3 non-profit organization located in south-eastern Minnesota which takes in on average a few hundred wild bird patients each year for rehabilitation and release. We also maintain a small collection of permanent education ambassadors (vultures, raptors and corvids) and a flock of domestic birds (emu, peafowl, turkeys, ducks, chickens). We offer conservation-based educational programming to the public.

We are looking for someone to help with the responsibility of maintaining the highest standards of welfare and husbandry for all the birds under our care. If you have a passion for birds, especially vultures, and are looking for a sense of fulfillment in a career with a bit slower pace and lower pressure than most in the field, with plenty of time for establishing positive relationships with individual birds, expanding your skillsets, growing, and exploring your related interests, this may be the job for you!

## Job Description

<b>Terms</b>	<b>Full Time (35-40 hours a week) or Part Time (20+ hours a week).</b> Semi-flexible schedule can be set, weekends or holidays are optional but not required
<b>Salary</b>	<b>Starting wage of \$15-17/hr DOQ</b> plus benefits (described below) and potential for salaried position, bonuses, and continuing education support
<b>Primary Duties &amp; Responsibilities</b>	<ul style="list-style-type: none"> <li>● Prepare and serve diets for avian ambassadors, domestic flock, and wildlife patients, which involves processing whole prey and maintenance of insect and rodent colonies (mealworms, mice, etc.)</li> <li>● Daily cleaning, sanitizing, and upkeep of avian enclosures, wildlife hospital, dishes, and laundry</li> <li>● Implementing enrichment plans for our avian ambassadors</li> <li>● Bird training tasks (if qualified)</li> <li>● Maintaining records (weights, diet, behavior logs, etc.) using ZIMS and WRMD</li> <li>● Helping with regular construction tasks (building and maintaining perches and enclosure accessories, helping with construction of larger aviaries, painting outdoor structures, etc.)</li> </ul>
<b>Secondary Duties</b>	<p><b>Once primary duties are finished there are a variety of secondary tasks which can be somewhat tailored to your specific interests. Examples include:</b></p> <ul style="list-style-type: none"> <li>○ Wildlife Rescue, Transport, Triage, and Rehabilitation</li> <li>○ Public Education/Interpretation; help develop and run in-person and online education programs</li> <li>○ Social Media Management</li> <li>○ Enclosure Design &amp; Construction</li> <li>○ Training &amp; managing volunteers</li> <li>○ Fundraising &amp; nonprofit management</li> <li>○ Raptor Research initiatives</li> </ul>
	<ul style="list-style-type: none"> <li>● 18+ years old</li> <li>● Keen observation skills</li> <li>● Ability to read, write, comprehend, and apply detailed animal care protocols</li> <li>● Basic mathematical skills and the ability to work with different units of measurement</li> <li>● Safety conscious, willing to follow instructions and adhere to strict biosecurity protocols and procedures</li> </ul>

## Minimum Qualifications

- Ability to work effectively, meet goals, and take initiative independently, under minimal supervision
- Possess a valid driver's license and have access to a car
- Fully vaccinated for Covid-19 and up-to-date tetanus vaccination
- Basic computer skills
- Comfort working on a farm/rural setting, and with other animals onsite (dogs, cattle)
- Willingness to learn, understand, and comply with all state and federal regulations for relevant permit work
- Energy, enthusiasm, flexibility, and resilience. The wildlife rehabilitation aspect of this job comes with both physical and emotional challenges. A positive attitude is important to keep us on our mission to educate the public, rescue, rehabilitate, and release patients successfully

## Environment & Physical Requirements

**This is a physically intensive job working largely outdoors, with about 50% of the time devoted to cleaning, maintenance of enclosures, feeding, and day-to-day tasks done for the health and safety of our birds.**

Examples include washing walls and perches in raptor enclosures, raking, replacing, and turning stone substrate, scrubbing bath and water pans, cleaning the poultry coop and emu shelters, lifting heavy (50lb) feed bags, etc.

The physical demands described here are representative of those required by an employee to successfully perform the functions of the job:

- Regularly required to stand, walk, sit, bend, kneel, crouch, climb and reach overhead
- Lift up to 50 pounds
- Ability to work in all types of inclement weather. Most of our birds are outdoors year-round and Minnesota experiences both hot and cold weather extremes (-30°F to 105°F)

While performing the duties of this job the caretaker will be exposed to different odors, noise, aggressive/feral animals, power tools, various chemicals, and hazardous materials (such as petroleum based products and disinfectants). Exposure to zoonotic disease is possible whenever working with wildlife.

- Wildlife rehabilitation training or license (including skills in rescue and transport, performing physical examinations, patient triage, nutrition plan development, patient housing, and basic medical skills such as

## Preferred Qualifications

- administering injections, basic wound/fracture management, gavage, fluid therapy, pain management and euthanasia)
- Bachelor's degree (or similar experience) in biology, zoology, ecology, or related field
  - Familiarity with ZIMS and WRMD for record-keeping
  - Positive reinforcement training experience
  - Bird handling experience, especially with raptors
  - Photo, video, and social media savvy for help in creating online educational materials
  - Pre-exposure rabies vaccination (mandatory if to work with any occasional mammal wildlife patients we may take in temporarily)

## Benefits for Permanent Employment

Position has a three month introductory period and with intention to become permanent if it is a good fit on both sides. After that, for full time permanent positions we provide \$300 per month as a health insurance stipend, 15 days PTO per year, and a \$200 annual personal gear stipend. We also provide an optional 3% retirement match through a Fidelity SIMPLE IRA. PTO/healthcare benefits will be scaled for permanent part time employees (retirement match not available for part time).

We are serious about helping to nurture work life balance for our staff and believe in setting reasonable requirements for daily tasks, do not require overtime, and offering a highly flexible schedule to accommodate your life outside of work (including weekends and holidays as optional and not required).

## Opportunities for Advancement

We encourage innovation, growth, and learning. An education stipend (for related classes, certifications, attending relevant seminars, etc.) is available based on performance and tenure. Position advancement available.

## How To Apply

Position open until filled. Please send cover letter explaining your interest in and qualifications for the position along with your resume and three professional references to : [wildlife@vultureconservancy.org](mailto:wildlife@vultureconservancy.org)

*Foxloft Conservancy is an equal employment opportunity organization. We are committed to providing employees with a work environment free of discrimination and harassment. All applicants will be considered without attention*

*to race, color, religion, sex, sexual orientation, marital status, gender identity, national origin, veteran, or disability status.*