

Job Class Profile: Animal Herder II**Pay Level: CG-23 Point Band: 388-421**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	2	2	5	3	2	2	2	1	6	
Points	93	33	32	14	60	43	41	21	64	401

JOB SUMMARY

The Animal Herder II performs responsible technical work assisting in breeding and raising animals. Work involves breeding and direct care of animals or performing animal husbandry assignments.

Key and Periodic Activities

- Performs physical restraint of hazardous wildlife species for the purpose of tagging, banding, data collection or medical procedures.
- Assists senior Animal Herder with chemical restraint of captive wildlife.
- Collects physiological data on wildlife specimens, including weight, measurements and various biological samples.
- Prepares museum quality study skins and taxidermy mounts for research and educational display.
- Provides prescribed drugs, including injectable medications (vaccines, antibiotics, etc.) to captive wild animals.
- Performs basic emergency care to incoming injured wild animals.
- Provides consultation to the public and wildlife rehabilitators on rescue and initial care of injured wildlife.
- Responds to problem wildlife situations and interacts with public to resolve such incidents.
- Functions as veterinary assistant to the attending veterinarian and under this supervision assists in complex procedures such as anaesthesia, diagnostics and surgery.
- Compiles biophysical data and records natural history observations.
- Conducts guided tours to school and special interest groups (e.g. university animal behaviour classes).
- Performs daily feed preparation, distribution and cleaning of animal premises.
- Provides foster care to orphaned wild animals (i.e. force-feeding, bottle-feeding).
- Records pertinent observations pertaining to animal behavior, food consumption, health and other concerns.
- Maintains breeding colonies of laboratory rodents and mealworms for use as wild animal feed.
- Maintains inventory of feed, medical supplies and other animal related materials; ensures that adequate supplies are on hand; and advises supervisor of deficiencies in supply.

Key and Periodic Activities

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| <ul style="list-style-type: none"> — Assists in education programs as required. — Provides field assistance to Inland Fish and Wildlife Division research projects as required. |
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SKILL

Knowledge

General and Specific Knowledge:

- Care and husbandry of captive wildlife.
- Assessment, treatment and rehabilitation techniques for injured or orphaned animals.
- Drug dosages for chemical immobilization.

Formal Education and/or Certification(s):

- Minimum: Completion of High School, supplemented by training in animal husbandry. Valid Driver's License issued by the Province of Newfoundland and Labrador.

Years of Experience:

- Minimum: Some related work experience.

Competencies:

- Ability to apply established techniques.
- Ability to co-ordinate activities.
- Written and verbal communication skills.
- Analytical and assessment skills.

Interpersonal Skills

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| <ul style="list-style-type: none"> — A range of interpersonal skills are used for listening, asking questions and providing routine and specialized information to co-workers and peers as well as to the general public. — Occasionally required to conduct guided tours to school and special interest groups. — Most significant contacts are: Supervisor (to discuss work assignments); and co-workers. |
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EFFORT

Physical Effort

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| <ul style="list-style-type: none"> — The demands of the job regularly result in considerable fatigue, requiring periods of rest. — Lifting or moving objects over 50 lbs. is occasionally required when performing emergency care, assessment and treatment of animals. Conducting other types of physical examinations is a regular occurrence. — Standing and walking is constantly required to perform majority of tasks and activities. — The use of technical equipment that requires very controlled movement, such as a probing machine, is utilized when conducting tests. — Fine finger/precision work is occasionally required when performing medical procedures such as re-hydration and feeding of animals via stomach tubes or subcutaneous injections. |
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Concentration

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| <ul style="list-style-type: none"> — Visual concentration is required when assessing and treating animals; and assisting with |
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<p>physical examinations and procedures.</p> <ul style="list-style-type: none"> — Activities which are repetitious and require alertness include collecting physiological data of wildlife specimens including weight, measurements and various biological samples. — Higher than normal level of attentiveness/alertness and eye/hand coordination are required when administering drugs. — Time pressures and deadlines are experienced when responding to emergencies. — Exact results and precision are also required when performing the above noted activities.
Complexity
<ul style="list-style-type: none"> — Tasks are different but involve related processes and methods related to animal husbandry and medical responsibilities. — Work is performed within defined and standard work processes. — Challenges/problems/issues can be addressed by following procedures and guidelines. — Reference material available includes departmental policies, procedures and guidelines; as well as zoological park personnel and animal care professionals.

RESPONSIBILITY

Accountability and Decision-Making
<ul style="list-style-type: none"> — Work tasks and activities are generally prescribed or controlled. — Acts independently in performing day-to-day activities as assigned. — Assignments are received from a supervisor who reviews work through discussions, review of records and observation of results achieved. — Involved in higher level technical processes relevant to breeding and raising animals, including administering drugs.
Impact
<ul style="list-style-type: none"> — Impacts are felt internally within the immediate work area/department/government as well as externally with the general public. — Tasks and activities also impact resources such as information (educational material, presentations to groups); facilities (used to house animals); and health and safety (relating to injured and orphaned animals). — The consequences of a mistake or error in the performance of animal care can impact their health and safety.
Development and Leadership of Others
<ul style="list-style-type: none"> — Not responsible for the supervision of staff. — There is an expectation to provide occasional advice and/or guidance to new employees, etc.

WORKING CONDITIONS

Environmental Working Conditions
<ul style="list-style-type: none"> — Safety equipment such as protective latex gloves, eyewear, facemask, outer clothing such as coveralls and rubber boots are required. — There is a moderate likelihood for injuries or illnesses resulting from hazards associated with

the capture, transport, examination and treatment of large animals.

- Constantly exposed to unusual/distracting noise, dirt, dust, filth or garbage, glare, fumes, limited ventilation and lighting, hazardous chemicals, bodily fluids and waste, infectious diseases, odours, wet or slippery surfaces and awkward or confining workspaces, and temperature extremes.