

Job Class Profile: Animal Herder III**Pay Level: CG-28 Point Band: 578-621**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	3	2	5	3	3	3	3	4	6	
Points	140	33	32	14	90	65	62	86	64	586

JOB SUMMARY

The Animal Herder III performs responsible technical work assisting in breeding and raising animals. Work involves responsibility for directing the work of other animal herders engaged in the breeding and direct care of animals and performing animal husbandry assignments.

Key and Periodic Activities

- Provides lead direction and guidance to herder staff performing duties relating to the Animal Care Program and participates in daily feed preparation and distribution; cleans animal premises; maintains breeding colonies of live animals; maintains all inventories of feed, medical supplies and other related material; inspects all animal care equipment and facilities for maintenance and repair needs and initiates action.
- Provides emergency care, assessment and treatment to injured and orphaned animals; conducts complete physical exams and identifies and implements an individualized treatment protocol; performs emergency medical procedures, wound care management; functions as veterinarian assistant to the attending veterinarian in specialized medical procedures, including complex surgeries; assists the veterinarian in producing x-rays and performs parasitological analysis of fecal samples and instigates corrective action based on findings.
- Researches and formulates specialized diets and feeding methods to meet the nutritional requirements of individual species that are in rehabilitation to expedite their recovery; oversees and provides specialized treatment and care to orphaned animals and ensures humane and effective husbandry of captive wild display animals or those in rehabilitation.
- Calculates drug dosages for chemical immobilization and/or conducts physical restraint of wildlife species for the purpose of tagging, banding, data collection or medical procedures; controls and maintains inventory of drugs used in wild animal medicine, including narcotics and other restricted drugs and directs their safekeeping; oversees vaccinations and prescribed drugs to captive wildlife.
- Researches and designs, in conjunction with other senior staff, captive wildlife display enclosures; animal restraint and handling structures; oversees horticultural requirements of animal enclosures; monitors work for compliance with specifications and accepted animal care practices; assesses design integrity of existing enclosures and those under construction for safety and security; and provides direction if changes are needed.
- Evaluates standard operational procedures and practices including animal health policies and

Key and Periodic Activities

- procedures and makes changes as necessary.
- Collects physiological data on wildlife specimens, including weight, measurements and various biological samples; contributes to biophysical and natural history observation databases; and maintains databases for all animal records including incoming, clinical, medical and behavioural history.
- Prepares educational materials and facilitates training sessions for staff.
- Consults with and provides information to the general public and other interest groups on various topics; liaises with Conservation Officers in the resolution of public complaints of problem animals; assists with education program; conducts presentations to school and tour groups and functions as a media contract for the Animal Care Program.
- Participates in on-site and field research with Wildlife Division and other facilities; consults with other zoological park personnel and animal care professionals; organizes and conducts field trips and researches and provides handling instructions for dangerous or exotic species.

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: 2-Year Specialized Post Secondary Diploma in Natural Science (animal husbandry specialization) or related field.

Years of Experience:

- Minimum: 4 - 5 years.

Competencies:

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

Interpersonal Skills

- A range of interpersonal skills such as listening, asking questions, gaining the co-operation of others and providing routine and specialized information to staff are required.
- Occasionally required to make formal presentations to school and tour groups.
- Most significant contacts are with the Supervisor (to discuss work assignments) and Staff (to discuss assignment of daily tasks and review work performed).

EFFORT

Physical Effort

- The demands of the job result in fatigue, requiring periods of rest.
- Lifting or moving objects over 50 lbs. such as injured animals when performing emergency care, assessment and treatment; and when conducting other types of physical examinations is a regular occurrence.
- Standing and walking is 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 required when performing medical procedures such as re-hydration and feeding of animals via stomach tubes or subcutaneous injections.

Concentration

- **Visual** concentration is required when assessing and treating animals; conducting physical examinations and procedures; performing analysis of tests; and controlling and maintaining inventory of drugs used in animal medicine.
- Activities which are **repetitious and require alertness** include collecting physiological data of wildlife specimens and maintaining databases for all animal records.
- **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

- Responsible for both technical and administrative responsibilities in the day-to-day operation of an Animal Care Program. Tasks range from repetitive/well defined to different but related (encompassing husbandry, medical, administrative and supervisory responsibilities).
- 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's personnel and animal care professionals.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are moderately prescribed or controlled.
- Directs the work of other animal herders engaged in the breeding and direct care of animals. Develops animal care standard operation procedures including animal health policies and updates the Animal Care Operations Manual as needed. Prepares educational materials and facilitates training sessions for staff.
- Assignments are received from a supervisor who reviews work through discussions, review of records and observation of results achieved.
- Acts independently in performing day-to-day activities and in the supervision of staff.

Impact

- Impacts are felt internally within the immediate work area/department/government as well as externally with the general public
- Work activities 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

- Responsible for the supervision of staff for a small work group (1 to 4 employees).

WORKING CONDITIONS

Environmental Working Conditions

- 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.
- Regularly 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.