



## POSITION SUMMARY

**Wayside Waifs Inc.**

**Title:** Behavior Evaluator  
**Department:** Behavior Evaluation  
**Reports To:** Canine Behavior and Training Manager  
**Updated on:** October 2020  
**Status:** Non-Exempt, Full Time 38-40 hours  
Schedule to be determined. Some evenings and weekends required.

**Approved By:** Vice President of Animal Welfare and Operations

### The Mission of Wayside Waifs

*Preparing pets and people for the bond of their lives.*

We accomplish our mission by protecting and caring for the animals under our watch; by reaching out to the community for love and support; and by teaching others about the profound joy that pets bring to our lives.

### POSITION SUMMARY

Canine Behavior in the shelter environment is one of the most exciting and challenging areas of growth in animal welfare. The Behavior Evaluator is responsible for behaviorally testing all canines, entering test data in a timely manner, and providing behavior modification when necessary. An important aspect of the job is to provide honest, objective behavioral information and to help determine if the animal is ready for adoption or if it requires specific training or behavior modification. Responsibilities include the development and implementation of behavior modification protocols, monitoring and creating strategies for maintaining graduates of Wayside Waifs Canine Behavior Center, and also ensuring our canine population have current directives and are monitored for signs of stress or regression. The Behavior Evaluator will help educate volunteers, fellow staff members, potential adopters, and the public by promoting positive reinforcement and displaying proper dog handling techniques.

### PRIMARY ACCOUNTABILITIES

1. Work with a team of passionate professionals committed to best practices in addressing the unique needs of shelter dogs to ensure a thorough behavior assessment is completed on all canines 5 months and older entering the shelter.
  - Distinguishing between floor ready canines and canines who may require a decompression period or behavior modification.
  - Ensuring each dog has proper signage and walking directives when needed.
2. Make recommendations to staff and volunteers regarding canine behavior issues when necessary.
3. Support the admissions department in evaluating and obtaining information on canine behavior owner surrender appointments. This will include entering all surrender notes.
4. Walk and provide enrichment to staff-only and bite quarantine dogs when appropriate.
5. Assist in organizing play groups or extra enrichment for any stressed population.
6. Communicate daily updates of dogs cleared behaviorally to appropriate departments to ensure the best flow through the shelter.



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7. Create customized behavior and training packets to go home with adopters for dogs that may require continued training, or have specific needs. Assist in providing handouts and advice for dogs in foster for behavior reasons.
8. Maintain open communication with all behavior staff about grads of the CBC, and collaborate on behavior protocols and best practices.
9. Support the "Ask a Trainer" feature by responding to behavior related inquiries as needed.
10. Work with the Public Training program
11. Maintain the BE work areas in the main building and CBC including CBC kennels, prep areas, etc.

### **ESSENTIAL FUNCTIONS/ KEY COMPETENCIES**

- Thorough understanding of canine behavior and body language, especially in a shelter environment
- Ability to use safe and humane dog handling techniques for both fearful and high arousal dogs
- Ability to work within a team setting as well as independently, and provide and accept feedback in the moment
- Strong customer service background
- Ability to work with and train volunteers
- Strong attention to detail and ability to prioritize tasks in a fast paced environment
- Ability to work under pressure
- Ability to communicate effectively both verbally and in writing
- Strong public speaking skills
- Ability to work in an emotionally charged environment, and have challenging conversations effectively and appropriately

### **POSITION REQUIREMENTS**

#### Education

- High School diploma or GED; Degree preferred
- CPDT- KA preferred
- Dog handling experience required: shelter handling 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
- Potential to be scratched or bitten