



Canine Specialist

The Humane Society of Kitchener Waterloo & Stratford Perth is a recognized Canadian leader in Animal Welfare. Our vision is to be a proactive leader in providing humane care through *education, advocacy, collaboration* and *enforcement* to promote the well-being and appreciation of all animals.

It is our goal to develop enhanced Canine Behaviour Modification Programs to increase the number of lives we can save.

As a forward-thinking team player who is comfortable with a fast-paced, ever-changing but often stressful environment, the Canine Specialist will openly take on the challenge of juggling multiple demands and will work collaboratively with others.

The position requires a willingness to work a variety of shifts and also requires travel to our Stratford office on weekly basis.

PRINCIPLE ACCOUNTABILITIES:

- Perform Canine Behaviour Assessments on all dogs in care of HSKWSP that are over the age of 6 months, dogs taking part in any HSKWSP event and dogs needing to be surrendered by their owners.
- Update and develop all Canine behaviour training materials.
- Conduct Canine Behaviour presentations to staff, volunteers and members of the public.
- Assist the Foster Coordinator with placing animals into foster care and providing assistance with canines in foster care who may display behaviour concerns.
- Develop hands-on training and orientation for Canine Companions, and create related printed material, or visual aids.
- Coach, train and provide guidance to new staff and volunteers.
- Provide follow up assistance to adopters to resolve issues.

OTHER ACCOUNTABILITIES:

- Promote positive morale, creativity and teamwork amongst staff and volunteers.
- Act as a liaison between community organizations, retailers, other shelters and the KWHS, to best achieve organizational goals of increased adoptions and canine behavior modification.
- Work closely and correspond regularly with the Senior Animal Care Manager, and fellow team members regarding departmental needs and activity, providing relevant updates on a regular basis to the Senior Animal Care Manager.
- Develop professional contacts and education resources to remain current with best practices, innovation and changes occurring within the Animal Welfare sector.
- Develop and maintain strong and harmonious connections to colleagues in associate organizations i.e. community groups, retailers, humane societies and animal welfare groups.
- Assist in animal care and handling of a variety of animals
- Ability to show unbiased decisions pertaining to adoptions, owner surrenders, return to home reclaims.



- Provide animals with appropriate food, clean water and clean housing on an as needed basis.
- Provide customer service regarding adoption, intake, complaints and animal behaviour as required.
- Attend Kitchener – Waterloo Humane Society events, as well as third party events, to promote awareness of proper training techniques and behavior modification techniques, including developing display materials, and set up and take down of displays.
- Enter related data into the Centre's computer database.
- Perform other duties as required to ensure a positive public image and to improve the function of this organization.

POSITION REQUIREMENTS:

The following are general descriptions of some of the requirements necessary to carry out the duties and responsibilities of this position. The Full-Time Canine Specialist must have the following skills, among others:

Technical Skills, Knowledge and Training:

- Certified in a Professional Positive Reinforcement Dog Training Course that covers or includes basic training, behaviour therapy as well as aggression therapy.
- Minimum of 3 years working experience with the handling of a wide variety of canine breeds.
- Be able to safely, confidently and without judgement, perform and interpret HSKWSP behaviour evaluations on all dogs in care of HSKWSP that are over the age of 6 months, dogs taking part in any HSKWSP event, dogs needing to be surrendered by their owners and other HSKWSP programs with the understanding that decisions may have a significant impact on the reputation of the organization.
- Ability to plan and implement canine behaviour modification and other canine programs as required.

Other Requirements:

- Preferred experience with the handling of other species.
- Work involves sensory concentration where work requires knowledge, awareness and consideration of a number of impacting variables. Attention to detail is an asset.
- Ability to build and foster effective relationships with staff, volunteers, customers, partners, sponsors, community groups, etc.
- Strong sense of teamwork and collaboration, with the ability to foster the same amongst others.
- Ability to communicate and listen thoroughly and able to tailor communication to adjust to the audience.
- Interpersonal skills to deal with multiple and differing behaviours of fellow staff, volunteers, customers and other organizational contacts.
- Ability to interpret and analyze different factors as guides and precedents are limited. Leading collaboration may be necessary.
- Must treat animals humanely, with compassion and concern both on and off the job.



- Preferred knowledge in Animal Welfare practices relating to animal sheltering, adoptions and euthanasia.
- Ability to perform standardized work routines following moderately-detailed procedures.
- Ability to manage physical requirements of the position for extended periods of time (60% of workload) including: lifting and restraining of large animals, lifting of buckets, etc., standing for long periods of time etc., as well as general housekeeping duties.
- Ability to extend normal hours of work to meet deadline and demands. May be on-call during which time there is a necessity to respond.
- Organizational skills in order to meet time demands and multiple duties.
- Ability to manage multiple and sometimes conflicting priorities and deliver timely results.
- Expected to work some evenings, weekends and be available for calls on statutory holidays to meet Centre requirements.
- Computer literacy – Microsoft Windows and Word, and basic knowledge of typical office equipment.
- Hold valid Class “G” Ontario driver’s license.

WORKING CONDITIONS

- Risk of injury related to interactions with animals of no known history during behaviour evaluations or daily enrichment, slippery floors and working with toxic and corrosive cleaners.
- An emotional and stressful environment due to the nature of our work with animals who come to the Centre in various conditions (eg. some animals that have been abused, mistreated, neglected and/or that have behavioural issues, and/or are suffering from varying degrees of ill health).
- An emotional and stressful environment due to the necessary humane practice of euthanasia.
- A mix of climate controlled and outside temperature conditions.
- Areas with strong odours and high noise levels in regards to barking and other animal noises.
- Exposure to animal bites, scratches, infections and infectious diseases.

COMMITMENT:

- Full-time, 40 hours weekly.
- Able to attend to work-related matters that occur after regularly scheduled work hours.
- Demonstrate regular and consistent attendance and punctuality.
- Must be able to work with a variety of animals and with materials used in animal care.

THE IMPORTANT DETAILS & PERKS:

- Full-time permanent role
- Based out of our Kitchener Waterloo animal centre
- Rate of \$25 per hour
- Health and Dental Benefits
- Company Pension Program
- 3 weeks paid vacation
- Access to staff pet food program (discounted retail prices)



- Access to staff veterinary services program
- An environment always filled with adorable animals

APPLICATION PROCEDURE:

If this role is calling your name, we look forward to hearing from you! Please submit your resume and cover letter to hr@kwsphumane.ca.

The Humane Society warmly welcomes applications from people of all backgrounds and groups. We are committed to a culture of inclusivity and collaboration that celebrates diverse perspectives and voices.

We are happy to accommodate any individual needs in keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require an accommodation in order to participate in the hiring process, please contact us to make your needs known in advance.