



## Dane County Humane Society

*Helping People Help Animals*

5132 Voges Road • Madison, WI 53718

(608) 838-0413 • [giveshelter.org](http://giveshelter.org)

**Job Title:** Animal Behavior Manager

**Reports to:** Executive Director and Director of Animal Operations

**Supervises:** Behavior Supervisor, Behavior Specialists, Dog Trainers

**Hours:** Full time, 40 hours per week

**Scope of Position:** The Animal Behavior Manager is responsible for managing the behavior department and overseeing the behavioral care of animals in residence at DCHS. Ensures the proper assessment of shelter dogs and oversees recommendations for placement, foster, rescue or euthanasia as appropriate. Designs in-house behavior modification plans for individuals in need of behavioral adjustment during their stay. Responsible for ensuring that the shelter populations are provided with daily stress reduction, enrichment, training and behavior modification as needed. Collaborating with other shelter departments to ensure proper flow of the animals.

### **Supervision of DCHS behavior team**

- Monitor and ensure success of behavior team in identification, treatment planning and prevention of behavior issues for shelter dogs
- Ensure that all behavior protocols, policies and procedures are properly implemented
- Promote teamwork, communication, and cooperation between all departments

### **Behavior assessment**

- Review behavior profiles for incoming animals
- Collaborate cross-departmentally on pathway planning for new intakes
- Oversee evaluation processes for shelter dogs
- Work with team on recommendations for placement, foster, rescue or euthanasia as appropriate for shelter dogs
- Identify animals in need of additional behavioral support

## **Behavior management and interventions**

- Attend daily population rounds for dogs and cats
- Create and implement standardized SOPs for the management of common behavior concerns in dogs
- Create individualized plans to meet the needs of individual dogs and cats as needed
- Create systems for tracking individual dog and cat progress and establish benchmarks for success
- Ensure that partnerships with rescue groups are created and maintained
- Provide enrichment opportunities for shelter animals within the shelter environment
- Monitor behavior information shared by staff and volunteers on interaction sheets and via behavior boards in shelter database.

## **Training and Consultations**

- Oversee dog training classes for the public and supervise the training class staff
- Develop and provide training opportunities for volunteers and staff
  - to provide enrichment and improve the adoptability of DCHS animals
  - to ensure safe handling in the shelter environment
- Create and implement positive reinforcement training protocols
- Provide direction and support to volunteers and staff on the basics of positive reinforcement training protocols
- Provide oversight for training and behavior support to foster parents
- Provide surrender, adoption, foster and post-adoption counseling as needed in coordination with other departments

## **Assume additional responsibilities as assigned**

### **Qualifications/Requirements:**

- B.A. or B.S. required, with specialized education in an animal behavior field. M.Sc. or M.A. preferred.
- Certification in animal behavior/training from a nationally recognized certifying body (ex: ABS, IAABC, APDT)
- Minimum of five years' experience working in animal shelters
- Minimum of two years' experience managing personnel, preferably in an animal-related industry; experience managing a behavior team in a shelter strongly preferred
- Must have strong leadership skills

- Must have well-developed written and verbal communication skills
- Must have a desire to make a positive difference in the lives of animals
- Must use only positive, science-based training and behavior modification methods
- Must possess or acquire a thorough understanding and dedication to the philosophies of animal welfare and DCHS

**At Dane County Humane Society, we know our work of helping people help animals directly benefits from having a diverse and inclusive workforce. DCHS is proud to be an equal opportunity employer that strives to represent the community it serves by employing people with a variety of backgrounds, perspectives and skills. Diversity and inclusion are celebrated and embraced at Dane County Humane Society. We will not discriminate against or give preference to any person because of race, color, religion, age, sex, national origin, handicap or disability, ancestry, sexual orientation, gender identity or expression, marital status, arrest or conviction record, genetic information, veteran status or other class protected by applicable law. DCHS puts people first and we are happy to work with employees and applicants to remove barriers and put any necessary accommodations into practice.**