



Animal Behavior Coordinator

Organization's Mission Statement: The Brown County Humane Society (BCHS) is a community resource dedicated to promoting animal welfare. We provide temporary shelter to pets in need and promote adoption into permanent, loving homes. We support and promote spaying and neutering to eliminate pet overpopulation. We advocate compassionate care and respect for animals through public education.

Organization's Vision: A community where all animals are valued and respected.

Sphere of Responsibility Within the Organization: Are you passionate about animal welfare? Do you dream of making a difference in the lives of cats and dogs every single day? We believe every animal deserves the opportunity to thrive. Some pets simply need a little extra patience, confidence-building, and guidance before they find their forever home. That's where you come in. We're looking for an experienced Behavior Coordinator who combines animal behavior knowledge with empathy, patience, and excellent communication skills. You'll help animals overcome fear, anxiety, and stress through enrichment, training, and behavior support and play a critical role in improving quality of life for shelter pets while giving adopters the tools they need for lifelong success.

Key Responsibilities

- Develop creative enrichment plans for dogs and cats of all personalities and energy levels.
- Monitor every animal for signs of Fear, Anxiety, and Stress (FAS) and collaborate with the Shelter Manager to address concerns.
- Create individualized behavior modification plans using positive reinforcement techniques.
- Work one-on-one with shy, fearful, overstimulated, or behaviorally challenged pets.
- Lead safe and successful dog introductions with people and other dogs when additional guidance is needed.
- Organize and supervise appropriate dog playgroups.
- Train staff and volunteers on enrichment, handling, socialization, and positive reinforcement techniques.
- Provide adoption counseling for pets with special behavior needs.
- Offer behavior guidance to adopters and community members considering surrendering a pet due to behavior concerns whenever possible.
- Other duties as assigned

Personal Attributes:

- A team player with a positive attitude and strong work ethic.
- Ability to prioritize multiple responsibilities in a fast-paced environment.
- Strong written and verbal communication skills.
- Ability to work collaboratively with staff, volunteers, and the public.
- Sound judgement and problem-solving skills.

Qualifications:

- A minimum of 2 years of behavior and/or training experience. Animal welfare and/or experience in a veterinary or shelter setting preferred.
- Experience handling dogs and cats with a variety of behavioral challenges.
- Strong commitment to positive reinforcement training methods.
- Excellent customer service and interpersonal skills.
- Familiarity with ShelterLuv or similar shelter management software a plus.
- High School Diploma or GED required.

Physical Demands:

- Sufficient vision and hearing to observe animal behavior, recognize signs of distress or aggression, perform close work on a computer, and communicate effectively.
- Capable of performing prolonged, strenuous physical activity.
- Ability to lift, move, and restrain up to 50 pounds alone and up to 120 pounds with assistance.

Work Environment:

- Work may be performed outdoors and in varying weather conditions, including wet or humid environments.
- Regular exposure to cleaning chemicals, loud noise, and potential zoonotic diseases.
- Routine interaction with animals that may be frightened, fractious, aggressive, sick, injured, or deceased.
- Occasional engagement with emotionally charged individuals, requiring professionalism and composure.
- Requires the ability to manage a fast-paced, dynamic workload and adapt to changing priorities.
- May not be suitable for individuals with animal-related allergies.