



Job Title: Wildlife Rehabilitator
Reports to: Wildlife Rehabilitation Managers
Supervises: Fellows, interns, and volunteers

Classification: Full-time

WildCare Oklahoma is a nationally recognized nonprofit organization that provides wildlife and conservation education, technical assistance in resolving human/animal conflicts, medical and rehabilitative care to ill, injured, and orphaned wildlife, and members of the public a place to bring native wildlife struggling to survive with the goal of releasing healthy individuals back to nature. Additionally, WildCare advocates for changes that make the world a better place for wildlife, provides in-person education to over 6,500 each year, participates in and leads research initiatives at its center, runs a robust volunteer program, and manages externship, internship, and fellowship programs for wildlife rehabilitation and wildlife medicine. WildCare Oklahoma is the largest wildlife rehabilitation and conservation education facility in Oklahoma and one of the largest in the U.S.

The Wildlife Rehabilitator is responsible for the daily care and rehabilitation of over 7,300 of Oklahoma’s injured, ill, and orphaned wildlife. Over 200 species are brought to WildCare annually comprising mostly bird and mammal species, with some reptiles and amphibians represented.

Job Purpose:

The Wildlife Rehabilitator at WildCare Oklahoma provides daily rehabilitative care to injured, ill, or orphaned wildlife. This is a paid, full-time position with an established, high-volume wildlife rehabilitation center. You will be responsible for the direct care of adult animals undergoing rehabilitation, as well as rearing native songbirds, mammals, reptiles, amphibians, and raptors.

This position has the potential for promotion within WildCare depending on performance.

Duties and Responsibilities:

- Provide all daily rehabilitative care for wildlife patients in assigned care areas, including feeding and cleaning, treatment, and monitoring patients’ progress.
- Implement and follow patient protocols by species with the goals of keeping humans and animals safe and mitigating the spread of disease.

- Observe animals' condition and behavior and implement solutions to issues that arise in consultation/communication with wildlife rehabilitation managers, director of wildlife rehabilitation, and members of the veterinary team.
- Support training to fellows, interns, volunteers, and new staff as they arrive and as directed by the director of wildlife rehabilitation or team leads.
- Conduct appropriate patient releases as directed by team leads or wildlife rehabilitation managers.
- Interact professionally with members of the public.
- Use wildlife conflict resolution techniques to help educate members of the public that call WildCare for advice and guidance.
- Conduct maintenance projects at the facility and other projects as assigned by senior staff.
- Provide patient updates for members of the public in collaboration with the operations director.
- Participate in and contribute to staff meetings, development of protocol, education and outreach events, and other projects that help advance WildCare's standard of care and conservation education efforts more broadly.
- Take photographs and videos for WildCare's extensive public education, communication, fundraising, and social media efforts. Send these to the team via Group Me app or email. As time permits, write social media posts and memes, or produce video for submission to marketing personnel (executive director) for use in social media channels. *(All pictures or videos taken of WildCare patients while on property or during rescues/releases are the property of WildCare Oklahoma. WildCare gives permission to the individual taking said photos/videos to use these photos in future work with joint attribution to WildCare Oklahoma.)*
- Perform other duties as assigned by senior staff.

Qualifications:

- Responsible, trustworthy, and motivated multi-tasker.
- Must have a positive attitude and manage stress in a fast-paced work environment.
- Must be willing to learn and grow.
- Bachelor's degree in biology, Life Sciences, or related field or RVT degree and licensure in the state of Oklahoma.
- Completion of a wildlife rehabilitation or other animal care fellowship or internship or a total of 18 months of experience animal handling experience required.
- Experience and knowledge of animal husbandry and care required. Experience and knowledge of the natural history and behavior of native wildlife species is preferred.
- Tetanus and rabies pre-exposure vaccinations are **required in most circumstances**.
- Reliable personal vehicle and valid driver's license **required**.

General Competencies:

- **Attendance and Dependability** – Arrive at work consistently and on time. Receives and delivers instructions and responds to management direction. Provides consistent, timely, high-quality work. Follows through on commitments. Uses time efficiently. Takes responsibility for own actions.
- **Customer Service** – Treats customers (internal and external) with respect and courtesy. Shows interest in, anticipates, and responds timely to customer needs and concerns. Responds appropriately to and resolves difficult and emotional situations. Seeks ways to improve service delivery.
- **Critical Thinking** – Takes a critical thinking approach to the care of animal patients observing potential problems, identifying solutions to problems before they occur, and implementing these solutions.
- **Diversity** – Enthusiastically collaborates with all employees, regardless of race, ethnicity, gender, sexual orientation, culture, and age. Values contributions of people from diverse backgrounds. Demonstrates respect for opinions and ideas of others. Shows awareness of and sensitivity to cultural and individual values.
- **Ethics** – Tells truth and is honest in all dealings. Avoids situations and actions considered inappropriate or which present a conflict of interest. Upholds organizational values. Does not misrepresent self or use position or authority for personal gain.
- **Teamwork** – Listens and responds constructively to others' views. Gives and welcomes feedback. Helps others when they need it. Shares expertise. Acknowledges others' effort and contribution. Puts success of team above own interests. Creates a positive work environment.

Essential Functions, Physical Demands and Work Environment:

The majority of WildCare's facilities are outdoors. Therefore, candidates for this job must be able to:

- Indoors and outdoors work is to be expected.
- Will participate in team lifting of animals, weighing up to 300 pounds. Must be able to lift 50 pounds on their own.
- Animal restraint is essential and must be able to safely restrain dangerous animals.
- The wildlife rehabilitation staff will often have to walk, stand, kneel, and crouch.
- Substantial physical exertion will be required at times.
- This position relies heavily on all senses every day to evaluate patients.
- Vision, hearing, and hand-eye coordination will be essential for examining and working with wildlife species.
- There will be potential exposure to isoflurane, x-rays, hazardous chemicals, zoonotic and other contagious diseases, and medical drugs.
- There will be computer work.

WildCare Foundation is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and

harassment. All applicants will be considered without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

COMPENSATION:

Salary is competitive and based on experience. Other benefits including health insurance, PTO, two paid holidays in addition to PTO, and professional development opportunities will be offered with this position.

TO APPLY:

Please complete the [WildCare Employment Application](#) which asks for three **reference** and send a **cover letter** and **resume** to: [hiring@wildcareoklahoma.org](mailto: hiring@wildcareoklahoma.org).

Questions can be directed to Elise Gundlach, Operations Director, at [egundlach@wildcareoklahoma.org](mailto: egundlach@wildcareoklahoma.org) or by calling 405-872-9338.

Applications close October 15, 2024 or until the position is filled.