



Avian Haven

Clinic Associate

Avian Haven is a nonprofit organization specializing in the rehabilitation of sick, injured, and/or orphaned wild birds. The organization was founded in 1999 with a facility located in Freedom, Maine. Wild birds, including endangered and threatened species, are accepted from areas throughout Maine, as authorized by state and federal rehabilitation permits. Avian Haven receives patients from dedicated volunteers, members of the public, Maine wildlife biologists, game wardens, and other rehabilitators.

POSITION INFORMATION:

Job Title: Clinic Associate

Reports to: Clinic Director

Compensation: Starting wage is \$16 per hour (non-exempt), commensurate with experience

Hours: 40 hours/week

Anticipated start date: Immediately

POSITION SUMMARY:

The Clinic Associate position is responsible for overseeing the operations of the medical clinic in the absence and under the supervision of the Clinic Director. Duties include monitoring and assessing the medical needs of wild avian patients across a variety of species from initial intake through treatment for individualized injuries and/or illnesses. Treatments performed by the Clinic Associate position include but are not limited to: fracture identification and stabilization, wound management, parasite identification and treatment, basic bloodwork, fluid therapy, and the performance of specialized treatments such as dawn baths and imping. In some cases, where rehabilitation may not be possible, humane euthanasia may be necessary.

This position works in cooperation with admissions, rehabilitation, and other clinic staff, as well as interns and volunteers, to provide quality care for avian patients, and to further the mission of rehabilitating Maine's wild birds. Assisting the rehab team in animal husbandry and general housekeeping tasks when appropriate is required. The Clinic Associate must have excellent communication and collaborative skills with volunteers, interns, coworkers, and the public.

PRIMARY RESPONSIBILITIES:

- Assess and stabilize newly admitted patients, following established protocols for fracture stabilization, wound management, fluid therapy, medication selection and administration, radiology, parasite identification, bloodwork, ophthalmology, and euthanasia
- Refer cases possibly requiring management or surgery by a consulting veterinarian to Clinic Director for evaluation
- Monitor and manage patient medical conditions on an ongoing basis
- Administer anesthesia for short procedures (bandaging, splinting, radiology)
- Confer with Clinic Director if/when second opinions may be useful (regarding, e.g. radiograph interpretation, candidacy for euthanasia, treatment plans, alternatives to standard medications, etc.)
- Maintain complete and accurate patient records, including ongoing medical care notes, treatment plans, disposition recommendations, etc.

- Compound liquid medications as needed
- Ensure radiation safety for all staff, including proper use of radiology badges in the absence of the Clinic Director
- Collect samples for external research projects
- Perform specialized procedures such as bathing oiled/soiled birds, imping damaged feathers, etc.
- Keep treatment areas and equipment clean, organized, and well-stocked
- Perform weekly inventory of clinic materials and communicate deficits to Clinic Director
- Participate in continuing education to maintain and update working knowledge in the field of wildlife medicine
- Assist in the education/training of volunteers and interns
- Aid admissions team with providing medical feedback to transporters/rescuers with patients in their care (e.g. the provision of food, overnight accommodations, the recommendation of euthanasia when appropriate)

GENERAL RESPONSIBILITIES:

- Attend and participate in staff meetings
- Maintain professional and timely email correspondence using an Avian Haven email account
- Participate in continuing education to maintain and update working knowledge of avian rehabilitation through literature review, workshops, courses, conferences, and networking/consulting
- Work cooperatively as an effective team member with staff, volunteers, and interns to ensure the highest standards of medical care, animal husbandry, safety, sanitation, and communication, both within Avian Haven and throughout the community
- Follow all Avian Haven social media policies
- Assist rehab team with daily maintenance and housekeeping tasks

MINIMUM QUALIFICATIONS:

- Ability to effectively, professionally, and respectfully communicate on an individual and group basis with team
- Strong work ethic and ability to work both independently and as part of a team
- Licensed veterinary technician OR a degree in a related wildlife field with significant experience working in a wildlife rehabilitation setting
- Must hold a Maine Wildlife Rehabilitation permit or obtain one within one year of hire
- Reliable transportation (working vehicle, valid Maine driver's license, insurance, etc.)
- Basic computer skills with Microsoft Office, Google Workspace, and RaptorMed programs
- Basic math skills, including ability to calculate medication dosages
- Ability to prioritize duties, multitask, and work in a fast-paced environment

PREFERRED QUALIFICATIONS:

- Three or more years of experience in wildlife rehabilitation, preferably with a focus in avian species native to Maine
- Training and/or certification from the IWRC, NWRA, or a similar organization
- Working knowledge and ability to identify native Maine avian species
- Experience capturing, handling, and restraining wild birds
- Willingness to learn and develop skills

PHYSICAL DEMANDS AND EXPOSURE TO ENVIRONMENTAL CONDITIONS:

- Ability to lift and move a minimum of 50 lbs. without assistance
- Ability to stand, walk, kneel, and crouch for prolonged periods of time
- Ability to work in inclement weather such as rain, snow, high heat, humidity, and high winds
- Employees may come into contact with zoonotic diseases, chemicals, radiography equipment, potentially combative animals, and allergens such as: peanuts, tree nuts, etc.

NON-DISCRIMINATION STATEMENT:

Avian Haven does not discriminate against any person on the basis of race, national origin, ancestry, public assistance, ethnic background, religion, marital status, economic class, age, disability (mental or physical), sex, creed, veteran status, sexual orientation, gender identity/expression and any other legally protected characteristics in admission or participation in its programs, services and activities, or in employment. The organization complies with all applicable national, state and local laws pertaining to non-discrimination and equal opportunity.

APPLICATION INSTRUCTIONS:

To apply, please submit as a PDF attachment a letter of interest, a resume, and three references to: admin@avianhaven.org. No phone calls please. Deadline for application is close of business December 13, 2024. Applications submitted after that date will be reviewed on a rolling basis until the office determines applications will no longer be accepted.