

Mail: 2519 S. Shields Street 1K-115, Fort Collins, CO 80526
Location: 720B East Vine Drive, Fort Collins, CO 80524
Office: (970) 484-7756 Raptor Help Hotline: (970) 222-0322
www.rmrp.org

Director of Rehabilitation and Research

Location: Fort Collins, CO (On-site at RMRP Facility)

Classification: Full-Time, Exempt

Reports To: Executive Director

Supervises: Rehabilitation Team (Coordinators, Assistants, Associates, Interns, Volunteers)

Position Summary

The Director of Rehabilitation and Research leads all aspects of raptor medical care, rehabilitation, and research at the Rocky Mountain Raptor Program (RMRP). This role ensures exceptional standards in avian rehabilitation while fostering research initiatives and maintaining compliance with state and federal regulations. The Director plays a key leadership role, managing a dynamic team and collaborating across departments to support RMRP's mission of raptor conservation, public education, and community engagement.

Key Relationships

- Executive Director
- Department Directors and Staff
- Volunteer Managers, Volunteers, and Interns
- External stakeholders (donors, vendors, regulatory agencies, public)

Work Schedule

This is an in-office position based in Fort Collins, CO, with flexibility for occasional remote work. Some evening, weekend, and holiday availability is expected based on patient caseloads and organizational needs.

About RMRP

The Rocky Mountain Raptor Program is a grassroots nonprofit dedicated to raptor rehabilitation, environmental education, and research. We rely on a culture of philanthropy and a shared commitment to wildlife protection—every staff member and volunteer plays an essential role in our mission.

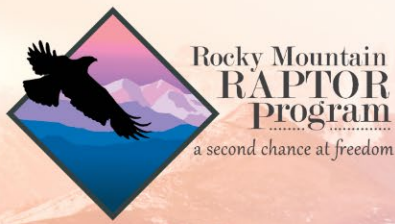
Primary Responsibilities

Department Leadership & Team Management

- Direct day-to-day operations of the Rehabilitation and Research Department.
- Supervise and support staff, interns, and volunteers; facilitate team meetings.
- Establish long-term goals and monitor progress.
- Support fundraising and donor engagement through participation in events.
- Perform other duties as assigned to support the organization.

Since 1987, the Rocky Mountain Raptor Program has rehabilitated and released thousands of raptors, educated hundreds of thousands about human/wildlife conflicts, and conducted research that helps more raptors survive in the wild. The RMRP is an independent, 501(c)(3) nonprofit organization, it does not receive any government funding or financial support from any national or international humane organizations. We are funded by you and other individual gift donors, foundation grants, corporate and local business support. No goods or services were received by the donor in exchange for charitable donation(s). Gifts to RMRP may be deductible under federal tax law. Federal Tax Identification Number 90-0131614.

Lifesaving Rehabilitation and Research - Life-Changing Conservation Education



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Volunteer & Intern Oversight

- Supervise team members who manage volunteers and interns.
- Guide the recruitment, training, and evaluation of rehabilitation volunteers and interns.
- Ensure quality training and communication through platforms like Google Classroom.

Medical Care & Case Oversight

- Provide direct case management for all avian patients from intake to release.
- Ensure compliance with biosecurity protocols, husbandry, rehabilitation, and medical standards.
- Maintain accurate medical records and data systems.
- Serve as liaison to CSU Veterinary Teaching Hospital and external clinics.
- Manage relationships with veterinary labs and suppliers.
- Oversee the procurement of medical supplies and equipment.

Regulatory Compliance & Permitting

- Maintain active state and federal wildlife rehabilitation permits.
- Ensure DORA compliance and prepare for inspections.
- Submit required annual reports to CPW and other regulatory agencies.

Banding Program

- Oversee bird banding protocols, training, data tracking, and reporting.

Facility Oversight

- Collaborate with the Rehab Coordinator to assess enclosure needs.
- Develop long-term plans for facility and enclosure improvements.

Education Department Collaboration

- Oversee medical care of Education Ambassadors.
- Coordinate veterinary exams and develop care plans in consultation with veterinarians.
- Provide medical support and monitoring for outreach birds.

Research Program Management

- Initiate and manage research projects internally and with partners.
- Ensure accurate collection, storage, and submission of biological data and samples.

Professional Education, Outreach, & Partnerships

- Build relationships with other rehabilitation centers, agencies, and professionals.
- Participate in regional and national wildlife rehabilitation and/or avian medicine conferences
- Represent RMRP at public education events, workshops, and in mentorship roles (e.g., PSM students).
- Assist with Eagle Scout project planning and mentorship.

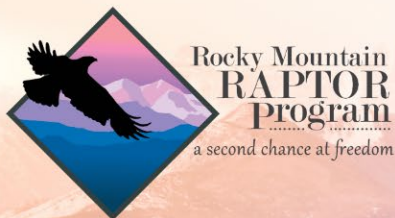
Qualifications

Required

- High school diploma or equivalent
- Minimum 3–5 years of experience in wildlife rehabilitation, including supervisory roles
- Demonstrated experience with avian species, especially raptors

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- Familiarity with state and federal wildlife regulations
- Experience with advanced rehabilitation and husbandry techniques
- Strong leadership, organizational, and communication skills
- Proficiency with Microsoft Office and CRM/database systems
- Ability to work collaboratively and independently in a dynamic environment
- Must be able to pass a background check and meet DORA requirements
- Wildlife rehabilitation license (Colorado or another state) is highly preferred

Preferred

- Bachelor's degree in wildlife biology, veterinary science, or a related field
- Hands-on or formal training in medical/veterinary and biosecurity procedures
- Experience in research design, conservation data collection, and reporting
- Familiarity with biosecurity and zoonotic disease management (e.g., HPAI, West Nile)

Physical Requirements

Must be able to sit, stand, walk, and lift up to 25 lbs. Use of hands, hearing, and clear verbal communication is required. Reasonable accommodations will be made for individuals with disabilities.

Work Environment

Combination of hands-on animal care (indoor/outdoor) and office-based work (data entry, communication, reporting). Must be available to work flexible hours, including weekends, holidays, or during wildlife emergencies.

Compensation & Benefits

- **Salary:** \$58,000 – \$61,000 per year, based on experience
- **Benefits:** Health and vision coverage, Long Term Disability and Life Insurance, optional secondary vision package; paid time off; professional development opportunities
- **Work Culture:** Collaborative, mission-driven team dedicated to wildlife conservation and community impact

How to Apply

Submit your cover letter, resume or CV, and two professional references to:

Carin Avila, Executive Director

Email - Carin@rmrp.org

Subject line: *Director of Rehabilitation and Research Application*

Your cover letter should describe your interest in the role and how your experience aligns with the mission of RMRP. Applications will be reviewed on a rolling basis until the position is filled.

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