

NEW MEXICO WILDLIFE CENTER

MISSION: Our mission is to protect New Mexico's wildlife through rehabilitation, conservation, education, and public engagement.

POSITION DESCRIPTION

TITLE: Wildlife Rehabilitator

PRIMARY RESPONSIBILITIES:

- 1) Apply current best practices ensuring a high standard of care for wildlife patients.
- 2) Assist in the supervision and training of seasonal staff, interns, and volunteers.
- 3) Maintain workspaces, supplies, equipment, and facility in a safe, clean, and organized manner.
- 4) Assist the Staff Veterinarian in the medical care and treatment of wildlife patients.
- 5) Support practices that place NMWC as a leader in wildlife care and rehabilitation.

CLASSIFICATION: Full-Time hourly, non-exempt

REPORTS TO: Staff Veterinarian

SUPERVISES: Wildlife hospital volunteers and interns

WORK HOURS: 5 days/40 hours per week; work hours are seasonally variable, typically some nights, weekend, and holiday work hours required; some in-state travel required.

SALARY RANGE: \$18 - \$22 per hour

BENEFITS SUMMARY: Paid Time Off (PTO) 48 hours first year of employment; three paid holidays; Paid Sick Leave (PSL); monthly partial health insurance reimbursement (\$400 single/\$800 married); cost of living stipend \$360 monthly for FY2025-26, retirement plan.

OVERTIME: Overtime at 1.5x regular hourly rate with prior written approval of supervisor.

POSITION SUMMARY: Under the direction of the Staff Veterinarian the Wildlife Rehabilitator is responsible for the care, rehabilitation, and release of approximately 1,000 animals annually. Candidates for this position will ideally possess experience rehabilitating a wide variety of taxa, including birds (about 70% of intakes over half of which are songbirds), mammals (about 28% of intakes) and herptiles (about 2%). The applicant must be able to work with potentially dangerous animals in a way that ensures the safety of both the animal and staff. This position assists with the training and supervision of hospital interns and volunteers. The applicant fully supports NMWC's strategic plan, mission, and core values; is passionate about the organization's impact, and may represent NMWC at local, regional, and national meetings.

DUTIES & RESPONSIBILITIES:

- Assist with the rehabilitation process ensuring that all animal care needs are met and treatments are correctly administered.
- Apply current best standards of care under the direction of the Staff Veterinarian.
- Accurate daily record keeping, including but not limited to, diet, medications, weight, behavior, treatments, and patient disposition.
- Contribute to development and implementation of patient care and treatment plans.
- Ensure animals are handled in a manner maximizing human and animal safety.
- Communicate with Staff Veterinarian regarding patient intakes, status of in-care patients, and hospital supply needs.
- Assist with supervision of interns and volunteers.
- Collaborate with the Education staff on matters concerning Ambassador Animal health and welfare and assist with medical exams and treatments.
- Assist in the development and implementation of the hospital internship program.
- Ensure appropriate procedures are followed for any rehabilitation research projects.
- Identify, correct or notify the Staff Veterinarian regarding any observed facility or equipment maintenance and safety needs.

- Responsible for the proper use and maintenance of all hospital equipment.
- Maintain indoor and outdoor hospital areas in a safe and organized manner.
- Effectively communicate with the public and government agencies.
- Participate in continuing education and acquire or maintain professional certifications.
- Participate in staff and hospital team meetings.
- Represent NMWC in a professional manner.
- Participate in NMWC on and off-site special events.
- Other duties as assigned.

MINIMUM QUALIFICATIONS

- Bachelor's degree in a related field. Prior rehab work experience may be considered.
- Minimum 1 year full-time professional experience in wildlife rehabilitation.
- Able to work with a wide variety of species, including birds, mammals, and reptiles.
- Proof of pre-exposure rabies vaccination or titer required or obtain within 60 days of hire.
- Possess or obtain New Mexico Euthanasia Technician license within six months of hire and be able to perform euthanasia on a routine basis.
- Must be able to work a flexible schedule and adjust as needed.
- Must be able to safely lift/move up to 50 pounds and work outdoors in a variety of weather conditions and temperatures.
- Must be able to read, write, and speak clearly in English.
- Possess a valid New Mexico driver's license or obtain within 60 days of hire.
- Must be legally entitled to work in the USA.

DESIRED SKILLS

- Experience with advanced rehabilitation skills such as wraps, splints, intramuscular and intravenous injections, blood draws, fecal analysis, and anesthesia monitoring.
- Possess current CWR certification or obtain within two years of hire.
- Extensive knowledge of songbird and raptor rehabilitation.
- Basic facility and enclosure maintenance skills.
- Able to multitask, adapt to changing priorities, work in a fast-paced and sometimes stressful environment, and adhere to established protocols.
- Must be self-motivated, able to work independently and as a team member.
- Effective time management and prioritization skills necessary to achieve tasks efficiently.
- Tactfully handle stressful situations, resolve conflicts, and maintain confidentiality.
- Able to identify and correct problems quickly; able to think logically and solve problems and make decisions with minimal guidance.
- Knowledge of Microsoft Office and database management including WRMD.

TO APPLY: Please send a resume, cover letter, and 3 professional references to

matthew@newmexicowildlifecenter.org

Closing Date: Open until filled

DISCLAIMER: This job description has been designed to indicate the general nature and level of work performed by an employee within this role. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of an employee in this position.

EEO STATEMENT: NMWC is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, gender identity, sexual orientation, pregnancy and pregnancy-related conditions, or any other characteristic protected by law. New Mexico Wildlife Center is an at will employer and all NMWC employees are subject to employment eligibility and background security checks as well as testing for illegal substance use as allowed by law.

WORK ENVIRONMENT: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Some duties are performed outdoors in various weather conditions, ranging from rain, wind, snow, cool to cold weather, and extreme heat. It is possible the employee will be exposed to dust and harsh chemicals that if not handled properly may present a health hazard. The noise level in the work environment is usually moderate. While performing the duties of this job, the employee is regularly required to stand; walk; use hands; reach with hands and arms; stoop/kneel/crouch/or crawl; to talk or hear and use computer hardware for extended periods of time (repetitive motion). The position may require periods of sitting for prolonged periods of time. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus. Specific auditory acuity to identify animal noises indicating distress, aggression, pain and other conditions and behaviors; to hear warning signals from safety and security alarms and/or warning signals; to detect sounds associated with malfunctions in mechanical equipment and systems. Must possess sufficient manual dexterity, strength and ability to rotate wrists, elbows and shoulders to operate manual cranks, and pulleys and to use manual and power tools commonly used in routine maintenance. The incumbent must occasionally lift and/or move up to 50 pounds. The work environment may be exposed to inclement weather, pollen, mold, dust, dirt and other airborne contaminants, and temperature variations. Must be able to safely handle live animals and tolerate exposure to animal dander, animal wastes and other zoonotic contaminants. Must be able to work in close proximity to native wildlife species. Must be able to wear all required protective clothing and equipment.

- ❖ ***Note: Employees in this classification are required to be COVID vaccinated; maintain and/or receive proper rabies vaccinations; tetanus vaccinations and may be required to maintain current CPR and First Aid certification***