



REHABILITATION AND RESEARCH ASSOCIATE

OVERVIEW: For 38 years, the Rocky Mountain Raptor Program (RMRP) has served our Northern Colorado community and beyond by providing rescue and compassionate, high-quality rehabilitation for raptors in need. RMRP admits roughly 300 injured, ill, or orphaned raptors a year.

RMRP MISSION: RMRP inspires the protection and conservation of raptors and the environment through excellence in rehabilitation, education, and research.

POSITION SUMMARY: The Rehabilitation Associate works collectively with the Rehabilitation and Research Department to provide rehabilitative care for the patients under RMRP's care. Works alongside, trains, and supervises interns and volunteers. Communicates with the public regarding injured raptors and food donations. Works with all RMRP staff as needed to complete tasks successfully and supports RMRP's overarching mission. This role is dedicated to an individual interested in a long-term career in wildlife rehabilitation. This role will be able to work toward a Wildlife Rehabilitation License in the State of Colorado.

WORK HOURS: This is a full-time hourly position. Initial training schedule will be Sunday-Tues (7am-6pm), and Wednesday (7am-2pm). It must be flexible to meet needs, including early mornings, evenings, weekends, and holidays.

PRIMARY DUTIES AND RESPONSIBILITIES: Duties include but are not limited to:

- **Volunteer management:** This is an overarching aspect of this role. This role involves managing, training, and supervising volunteers and interns on a daily basis.
- **Patient Care:** Assisting in rescues, releases, handling, safe capture, triage, physical assessments, administration of fluids and medications, wound management, bandaging, physical therapy, husbandry (including food preparation), patient charting, and euthanasia
- **Facilities upkeep:** Enclosure disinfection. Organization, maintenance, and cleaning of common areas. Assisting with projects such as enclosure and perch repair and maintenance of grounds and property
- **Research:** Assisting in necropsies, sample and tissue collection, blood draws, sample drop-off, and carcass inventory
- **Rodent Colony Care:** Assisting in the husbandry, breeding, weaning, and euthanasia (as needed) of rodents for live prey use
- **Food management:** Assisting in cataloging and maintaining a rotation of food items for raptor nutrition. Coordinating intake of food and euthanasia of live animal donations



- **Administration:** Filing, scanning, data entry, and responding to phone calls and emails. Assisting team with developing new training protocols and handouts, educational content, and social media posts
- **Meetings:** Attend weekly rehabilitation department meetings and monthly organizational meetings. Attendance may fall outside of typically scheduled shifts
- **Other:** Additional duties as assigned to ensure the success of the department and the organization. Supporting the overall mission, fundraising, and donor relations events
- **On-call duties:** Communicate with the public regarding raptor emergencies, provide conservation and wildlife education, and rescue/triage of injured patients. After-hours, weekend, and holiday hours are required.

QUALIFICATIONS:

- Highly motivated individual who can work independently, with minimal direction, and as part of a team
- Emotionally mature, hard-working, reliable, enthusiastic, and conscientious individual. Willingness to perform a variety of tasks as directed
- Strong attention to detail, situational awareness, and accuracy
- Strong time management skills. Ability to meet deadlines and complete tasks efficiently and thoroughly
- Strong critical thinking skills. Ability to define problems, establish facts, draw valid conclusions, and execute appropriate corrective measures
- Strong multitasking skills. Ability to coordinate and direct a diverse team and to oversee and manage multiple responsibilities at the same time
- Ability to communicate effectively with staff, volunteers/interns, and the public in a professional manner over the phone, by email, and in person
- Strong interpersonal skills. Willingness and ability to work collaboratively and cooperatively with others to solve problems constructively and resolve conflict
- Proven supervisory skills, including the ability to motivate and train volunteers/interns and develop a positive team environment
- Ability to work in a fast-paced and sometimes stressful environment
- Ability to perform physically demanding tasks such as cleaning, lifting, carrying, standing for long periods, climbing ladders, and working outdoors in all weather conditions and on uneven and unimproved terrain
- Ability to safely capture and restrain dangerous animals
- Ability to work unpredictable and long hours (including mornings, evenings, weekends, and holidays), particularly during the busy summer season



- Ability to compute basic mathematical calculations such as medication and fluid dosages
- Comfortable with computer software programs such as Google Classrooms, Excel, Word, and Google Docs. Familiarity with the RaptorMed database is a plus
- Must have reliable transportation, possess a valid driver's license, and pass a motor vehicle background check
- Must pass a criminal background check
- Must have a current tetanus booster

MINIMUM EDUCATION AND EXPERIENCE:

- Associate degree or equivalent required
- 3 months of raptor handling and rehabilitation

PREFERRED EDUCATION AND EXPERIENCE:

- Bachelor's degree in a related field (wildlife biology, zoology, natural resources, etc)
- Experience in working with other wildlife
- 1+ year of previous experience in raptor rehabilitation, including raptor capture, restraint, and handling, avian anatomy, gross necropsy, and administration of medical treatments
- 1+ year of volunteer supervisory experience

COMPENSATION: Full-time hourly position – 40 hours per week at \$17-\$19/hour, but is based on experience. Raises and promotions are granted based on job performance and are evaluated after a 6-month probationary period and then annually. This role will involve working toward a provisional, and eventually, fully licensed wildlife rehabilitation license in Colorado through Colorado Parks and Wildlife.

TO APPLY: Please submit a resume, 3 references, and a cover letter that addresses (at minimum):

- Why are you uniquely qualified for this role, and how will your previous experience help you excel?
- How does this job align with your future goals?

Application submission closes once the position is filled. Submit all applications to Carrie Laxson (carrie@rmrp.org), Rehabilitation and Research Director.