



### **Wildlife Rehabilitator & Facilities Specialty**

Start Date: TBD 2026

#### **Description of Work:**

Pelican Harbor Seabird Station (PHSS) is Miami's premier native wildlife hospital evolving into a world-class wildlife rescue, rehab, release, and education center. We are dedicated to improving the lives of sick, injured, and orphaned native wildlife with the goal of releasing healthy animals back into the ecosystem, thus enabling future generations. We embody the highest level of patient care, compassion, and integrity while promoting community engagement on the importance of wildlife conservation. Founded in 1980, PHSS treats over 2,000 patients a year of over 150 species. We will soon be expanding to a new facility where our capacity for education and animal care will be greatly increased.

PHSS is seeking a Wildlife Rehabilitator and Facilities Specialist who is passionate about our mission and who can assist in overseeing the day-to-day outdoor wildlife rehabilitation operations to ensure that patient welfare meets the highest standards. The Wildlife Rehabilitator and Facilities Specialist collaborates with clinic staff to ensure patients on treatment plans continue treatments as needed in the outdoor portion of rehabilitation, diet plans, feeding schedules, housing and enclosure requirements, environmental enrichment, and release preparation. The person who holds this position has strong skills in facilities and general repairs. Up to 20% of the position is designated to the upkeep of rehabilitation pens, building or modifying items needed for rehab, building or modifying caging as needed, perches, enrichment items, and more.

#### **Requirements:**

- Rehabilitation Certification
- Minimum one year of experience in the field of rehabilitation
- Maintenance experience involving building as it relates to wildlife rehabilitation
- Valid Florida driver's license

#### **Supervision Exercised:**

- Supervises interns and volunteers while performing outdoor rehabilitation duties
- Works closely with the Volunteer Coordinator and Intern Manager to organize needs, train, develop skills, and assign duties to volunteers and interns
- Works closely with the Intern Manager to ensure an educational and rewarding experience for interns as part of their outside rehabilitation training



# Pelican Harbor

## SEABIRD STATION

### DUTIES

#### Administrative

- Check emails daily and respond within the same business day
- All staff are expected to allot up to 10% of the pay period as needed to support management in the advancement of PHSS, tasks subject to change, but include and are not limited to support of special events, covering intake phones, and community education
- Share photos and videos for social media with the communications team
- Assist in maintaining a clean and orderly work environment

#### Animal Care

- Perform and/or supervise evaluations of outdoor rehabilitation patients and ambassadors
- Preparation and administration of appropriate diets for outdoor patients
- Care, observation, and documentation of outside patients
- Enrichment program for outside patients
- Cross-training with the inside clinic/rehabilitation team to ensure a deep understanding of the flow of patients, treatment plans for patients, nursery patient development, and continuity of care as the patients move outside

#### Research & Personal Development

- Keep current on new innovations in the rehabilitation field, attending and presenting at conferences/seminars
- Read current literature to maintain and improve personal skills
- Develop protocols to improve outdoor rehabilitation practices

#### Maintenance

- Recommend and execute alterations to pens and caging to improve rehabilitation success and the quality of life for patients and ambassadors
- Ensure all habitats have what patients need and identify areas for repair and improvement
- Perform minor repairs independently. Report the need for major repairs to the Operations Manager
- Make requests to the Volunteer Coordinator to recruit volunteers for group projects
- Assist with natural disaster preparations

#### Human Resources

- Works under the guidelines of the employee handbook and, as such, is committed to the mission and the vision of the PHSS team
- Encourage coworker feedback on the working environment



# Pelican Harbor

## SEABIRD STATION

- Assist with volunteer and intern training
- Answer questions from community members and volunteers or guide them in the right direction in a courteous and friendly manner

### Outreach

- Regularly captures photos (of rescues, intakes, in clinic, on tours, of releases) for use on websites, social media, newsletter, and the annual calendar
- Uses approved talking points for onsite tours, offsite presentations, and outreach events
- Assist with educational animal training and enrichment as needed
- Provide clinic stories/case studies for publications

### Rescue and Release

- Ensure the van is organized, maintained, and stocked with rescue materials
- Containment, transportation of sick, injured, and orphaned wildlife as needed
- Monitor and assess patients for release
- Release and reneest of patients as needed

### Performance

- Annual pay increases and bonuses are based on employee performance. Employees should meet with their supervisors quarterly to discuss performance. Setting goals at the beginning of the year provides an objective method to measure success at the end of the fiscal year. Employees are encouraged to set and work on goals.

**Job Type:** Full-time (40 hours per week) with one weekend day a week. Evening events as needed.

**Location:** 1279 NE 79th Street Causeway, Miami, FL 33138, and 399 NE 82nd Terrace, Miami, FL 33138

**Supervision Received:** Reports to the Rehabilitation Manager

**Salary Range:** Commensurate with experience, \$20 - \$23.50 per hour

### BENEFITS:

- 20 days of PTO
- 12 paid holidays
- Medical, Dental, Vision, and Life insurance
- 3% matching 403(b) contribution