



The Raptor Center

Clinical and Research Post-Doc Associate, Raptor and Wildlife Health - Job ID #374799 College of Veterinary Medicine - University of Minnesota

Program/Unit description: Established in 1974 as part of the University of Minnesota College of Veterinary Medicine, The Raptor Center (TRC) is first and foremost a hospital for ill and injured raptors, caring for over 1,000 birds annually. As an internationally renowned veterinary teaching hospital, TRC trains students and professionals from around the world to become future leaders in raptor medicine and conservation and conducts multi-disciplinary ecosystem health research. In addition, TRC has a substantial education and outreach program to educate and inspire the public. Using raptor ambassador birds, TRC's education team uses innovative methods to reach over 150,000 people annually through a variety of programming at on and off-site venues and through virtual technology. All of this work is done with the assistance of a cohort of more than 300 volunteers. While part of the University of Minnesota, The Raptor Center functions on philanthropic donations for much of the budget.

Position description: The Raptor Center (TRC) at the University of Minnesota Clinical and Research Post-Doctoral Associate is a unique position that offers a balanced 50/50 split between advanced clinical medicine and high-impact wildlife health research. This role is designed for a DVM (or equivalent) seeking to develop clinical expertise and contribute to research that ranges from the individual to population-based science.

The position will help advance TRC's mission by providing high-quality care to over 1,000 wild raptors admitted annually while simultaneously contributing to a research program in wildlife health. TRC's 50-year longitudinal clinical database offers research opportunities spanning clinical outcomes science, environmental toxicology, epidemiology, and One Health frameworks. The postdoctoral associate will be mentored by TRC faculty and will work collaboratively across the College of Veterinary Medicine and with regional, national, and international wildlife health partners.

Essential functions: This position supports The Raptor Center's mission of service by efficiently and effectively contributing to the delivery of expert veterinary care to over 1,000 wild raptors admitted annually, as well as privately-owned raptors. This position also contributes to TRC's research mission by performing research tasks as outlined below. This role requires exceptional communication and strong teaching skills to work collaboratively with staff, students, and volunteers. In support of the clinic's teaching mission, the post-doctoral associate will provide hands-on clinical training to house officers and visiting professionals.

Responsibilities vary seasonally and will include:

Clinical Care - 50%

- **Triage and Intake:** Perform complete admission examinations and triage newly admitted wildlife patients according to TRC's standards of care and institutional ethics.
- **Medical and Surgical Management:** Provide primary case management for injured and ill wild raptors, including soft tissue and orthopedic surgeries, ophthalmic examinations, and physiotherapy.
- **Patient Oversight:** Develop and adjust treatment plans for hospitalized patients, including medications, therapies, diet, and housing.

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**(Continued) Clinical Care - 50%**

- Diagnostics: Obtain and interpret diagnostic tests; obtain research samples and log data accurately in the ZIMS medical record system.
- Anesthesia: Perform general anesthesia and respond appropriately and efficiently to anesthetic emergencies.
- Biosecurity: Follow and adhere to strict biosecurity and quarantine protocols; identify patients with potential infectious diseases and implement appropriate management protocols.
- Captive/Client-Owned Care: Perform wellness and medical concern examinations for captive, client-owned raptors, including educational ambassadors and falconry birds.
- Euthanasia: Provide timely humane euthanasia as needed.
- Mentorship: Mentor veterinary interns and students in clinical techniques, fostering a culture of continuous learning, professional ethics, and high-quality patient care.

Research - 50%

- Conduct independent and collaborative research projects under the direction and in conjunction with TRC faculty.
- Develop studies focusing on current wildlife health priorities, potentially including but not limited to: clinical outcomes, wildlife epidemiology, environmental toxicology (e.g., PFAS), post-release monitoring, and climate change impacts.
- Design, implement, and evaluate research projects, including laboratory experiments and population-level analysis.
- Contribute to and/or author grant applications to support research work at TRC.
- Collaborate with faculty across the College of Veterinary Medicine (CVM) and partner with regional/national wildlife health organizations.
- Disseminate findings through peer-reviewed publications, professional conferences, and technical reports.
- Supervise research-related staff or students as project needs dictate.

Physical Requirements

- Ability to stand for prolonged periods of time.
- Ability to lift up to 40 pounds; ability to lift awkward, heavy objects from the ground.
- Ability to walk ¼ mile.
- Ability and willingness to wear a fitted N95 respirator for significant periods of time.
- Ability and willingness to wear personal protective equipment (PPE) and work in a biosecure quarantine space for significant periods of time.
- Ability to physically capture and safely restrain wild raptors, including large eagles.

Minimum Qualifications:

- DVM, VMD, or equivalent degree from an accredited institution.
- Strong foundational experience in avian or wildlife medicine.
- Demonstrated ability to perform independent research, including study design, data collection, and analysis.

**(Continued) Minimum Qualifications:**

- Excellent communication skills and ability to work effectively in a high-volume, dynamic clinical environment.
- Ability to maintain composure in high-stress, emotionally charged environments, including through the euthanasia process.
- License to practice veterinary medicine in Minnesota, or ability to obtain licensure prior to start date.

Preferred Qualifications

- Completion of formal postgraduate clinical training (internship/residency).
- Experience in wildlife pathology, epidemiology, or environmental toxicology.
- Demonstrated passion for the One Health approach.
- USDA veterinary accreditation (Category I and/or II)

Knowledge, Skills, and Abilities Selection Criteria

- Ability to project a positive attitude towards co-workers, supervisor, volunteers, and the public
- Ability to provide excellent customer service – in person, online and on the telephone.
- Ability to use time efficiently and take initiative to respond to departmental needs.
- Ability to communicate respectfully and clearly in verbal and written communication.
- Ability to work as a team member in a highly dynamic, busy environment.

Hourly Pay Range: \$62,232 - \$65,000 annually, depending on education/qualifications/experience.

Expected Hours

Work is performed on-site at The Raptor Center at the University of Minnesota. This is an in-person, essential-employee role. This is a full-time (1.0 FTE) 12-month appointment. Renewable for 3–5 years total, depending on performance and funding.

Due to the nature of wildlife clinical work, the schedule requires flexibility, including occasional weekends, holidays, and on-call rotation to meet patient care demands and emergency response requirements.

Work Environment

This work is performed on site at The Raptor Center. This work environment may include exposure to noise, bright/low lighting, temperature variations from below freezing and working in outdoor winter temperatures to high heat, humid and weather events outdoors, animal bodily fluids and waste, and allergens such as mold, dust, and animal feathers and dander.

Required Training

- ZIMS medical record software
- TRC internal protocols and procedures

**How to Apply:**

All applications for this position are required to be submitted online at: <https://hr.umn.edu/jobs> with the Job ID #374799

Applications mailed to The Raptor Center will not be considered.

Cover letter and résumé required. These documents can be attached to your application by accessing your "My Activities" page and uploading documents there. This position will remain open until filled. For the best chance to be considered for this position, apply as soon as you are able.

To request an accommodation during the application process, please e-mail employ@umn.edu or call (612) 624-UOHR (8647).

Please visit the [Office of Human Resources](https://z.umn.edu/BenefitsSummaries) website for more information regarding benefit eligibility at <https://z.umn.edu/BenefitsSummaries>.

The employer reserves the right to modify, change, or add to the duties of this job description, consistent with the University classification, at any time.

Diversity

The University recognizes and values the importance of diversity and inclusion in enriching the employment experience of its employees and in supporting the academic mission. The University is committed to attracting and retaining employees with varying identities and backgrounds.

The University of Minnesota provides equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression. To learn more about diversity at the U: <http://diversity.umn.edu>.

Background Check Information

Any offer of employment is contingent upon the successful completion of a background check. Our presumption is that prospective employees are eligible to work here. Criminal convictions do not automatically disqualify finalists from employment.

About the U of M

The University of Minnesota, Twin Cities (UMTC), is among the largest public research universities in the country, offering undergraduate, graduate, and professional students a multitude of opportunities for study and research. Located at the heart of one of the nation's most vibrant, diverse metropolitan communities, students on the campuses in Minneapolis and St. Paul benefit from extensive partnerships with world-renowned health centers, international corporations, government agencies, and arts, nonprofit, and public service organizations.