



WILDLIFE CENTER

OF VIRGINIA

The Wildlife Center of Virginia (WCV) is currently seeking a full-time “**Wildlife Rehabilitation Supervisor**”. The Center is looking to fill the position immediately; the position will remain open until the right candidate is hired.

The WCV is a non-profit conservation organization with a professionally staffed, fully equipped, 5,700 square foot hospital, research, and environmental education center located in Waynesboro, Virginia, in the heart of the Shenandoah Valley. WCV is presented with approximately 3,700 patients annually representing more than 200 different species. In 2021, 50 percent of patient admissions were mammals; 10 percent were reptiles/amphibians; 40 percent were birds (including nearly 400 raptors and vultures). The WCV is the only center in the state permitted to rehabilitate Black Bears.

The Wildlife Rehabilitation Supervisor is responsible for the daily rehabilitation operations in the veterinary department; supervises two Wildlife Rehabilitators, Wildlife Rehabilitation Intern, and Rehabilitation Externship students; coordinates the Center’s Apprenticeship Program, Externship Program; ensures daily care of patients at the hospital; works in coordination with the Wildlife Care Academy to develop and deliver educational content; acts as a liaison for rehabilitators and other contacts outside of the Center. The Wildlife Rehabilitation Supervisor will be supervised by the Director of Veterinary Services.

Job duties

I. Animal Care

- A. Oversee and provides excellent rehabilitative care to all animals at the facility, ensuring that husbandry is optimal and reflective of the patient’s natural history, including daily cleaning and feeding of all animals housed at the facility.
- B. Monitor each patient’s health, attitude, appetite, etc., and maintain written records of each animal’s progress. Evaluate patients for release.
- C. Report patient evaluations to veterinarians and participate in daily clinical rounds with veterinary staff to discuss medical cases.
- D. Assist with restraint, examination, diagnostic procedures, and treatment of animals.
- E. Admit patients and complete associated records. May also examine and initiate first aid to patients or new arrivals in the absence of the veterinarian or technician, within constraints of training and experience.
- F. Lead the small team that has exclusive responsibility for care of the Center’s Black Bear patients.
- G. Communicate with other permitted rehabilitators in the state to transfer healthy animals out of the hospital. Arrange for transportation to transfer sites as needed.
- H. In conjunction with veterinary staff, develop, re-evaluate and improve rehabilitation protocols for birds, reptiles, amphibians, and mammals.
- I. Maintain high standards of cleanliness in hospital, kitchen, and animal housing areas.
- J. Must be able to handle emotional aspects of euthanasia.

II. Training

- A. Train, supervise, and mentor wildlife rehabilitators, rehabilitation intern, rehabilitation externs, and animal care volunteers. This includes daily oversight



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as well as orientation and mid-term and final evaluations of rehabilitation intern and rehabilitation externs.

- B. Independently manage WCV's rehabilitation externship program, including recruitment, supervision, training and evaluation.
- C. Train and mentor rehabilitation apprentices as needed.
- D. Develop and lead educational programming for rehabilitation externs and veterinary and veterinary technician externs.
- E. Work in conjunction with the Wildlife Care Academy coordinator to develop rehabilitation course content for a variety of on-demand and live training opportunities.
- F. Participate in and provide support for the Wildlife Center of Virginia's annual Call of the Wild Conference, including presenting as requested.
- G. When travel funding permits, submit one abstract per year to speak at a national or regional conference (NWRA, NYSWRC, etc.)

III. Management

- A. Supervise all activities of the rehabilitation department.
- B. Correct issues, address question and provide regular feedback on performance
- C. Approve time off, overtime and timesheets for rehabilitation department
- D. Develop monthly rehabilitation staff, intern and extern schedule
- E. Oversee inventory to ensure all required husbandry related supplies are readily available and shortages do not interrupt continuity of care.

IV. Other duties

- A. Light daily and seasonal maintenance of cages, grounds, perches, etc. Identify and report any maintenance or repair needs to Maintenance Technician and Director of Veterinary Services
- B. As a team, coordinate with other rehabilitation staff to ensure daily coverage of hospital [weekdays, weekends, holidays, and snow days].
- C. Write at least one article per year for submission to a national wildlife rehabilitation journal, or other relevant publication
- D. Assist with collection of samples for research projects as required
- E. Act as primary on-call for the after-hours phone as needed (generally no more than one night per week)
- F. Assist in creation of a collection of photographs for classes, workshops and educational/promotional materials.
- G. Communicate with other organizations, including the Virginia Department of Wildlife Resources, to coordinate patient care
- H. Facilitate collaboration with other rehabilitation and wildlife centers
- I. Other duties, responsibilities, and special projects, as requested.

Qualifications

- Bachelor's degree in relevant field preferred
- 3-5 years wildlife rehabilitation experience, ideally in a large center or hospital setting
- Demonstrated supervisory and managerial experience preferred
- Teaching experience is required



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- IWRC Certified Wildlife Rehabilitator designation or willingness to obtain.
- Demonstrated reliability and dependability; willingness to work overtime, weekends and holidays as necessary.
- Demonstrated ability to handle diverse, competing tasks independently, efficiently, and accurately.
- Must be even-tempered and diplomatic.
- Ability to organize, set goals, and meet deadlines independently
- Team player with strong interpersonal and communication skills.
- Professional appearance and demeanor; ability to interact and communicate with the public, media, law enforcement, regulators, veterinarians and others as required
- Ability to lift/carry equipment and animals up to 50 pounds.
- Represent WCV professionally, support and advance the mission, and be an effective and engaged member of departmental and organizational teams.
- Seek out opportunities for personal, departmental and organizational growth and improvement, always aspiring to excellence.
- Stay current on best practices in the field, implement and develop evidenced based protocols as possible.
- Maintain a positive, professional and courteous manner toward colleagues and coworkers, volunteers and students, donors and supporters, and members of the public.
- Recognize and accept that there will be times when this position's responsibilities go beyond routine duties to support critical activities that advance the organization.
- Adhere to the rules, protocols, standards and policies of the Wildlife Center of Virginia.
- Pre-exposure rabies vaccination required. Provide proof of vaccination or adequate titer within the previous two years of start date
- COVID-19 vaccination required (up to date as per CDC's most recent recommendation)

Schedule

- 40 hours per week.
- Generally, four ten-hour days; occasionally switching to five eight-hour days may be required.
- Holiday work required.

Compensation and Benefits

- Compensation is negotiable based on experience and qualifications. Salary range starts at \$20 per hour or \$41,600 annually.
- Health insurance (half paid by the Wildlife Center)
- Paid time off, including vacation, sick, and personal time
- Pension plan to qualifying employees
- Cost of CWR designation paid by employer.
- Continuing Education (CE) opportunities

To apply:



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Please email cover letter, résumé, and two letters of recommendation to Dr. Karra Pierce at kpierce@wildlifecenter.org.

Materials can also be mailed to:

Wildlife Center of Virginia
P.O. Box 1557
Waynesboro, VA 22980
Attention: Dr. Karra Pierce

No phone calls please. Center phone lines are best kept open for wildlife emergencies. Questions may be emailed to kpierce@wildlifecenter.org.

The Wildlife Center of Virginia is an equal opportunity employer.