**Department of Human Resources**

**OPSEU Job Description**

**Job Title:** Animal Care Technician

**Job Number:** SS-037

**NOC:** 3213

**Band:** 4

**Department:** Animal Care

**Supervisor Title:** Manager, Animal Care

**Last Reviewed:** November 29, 2016

**Job Purpose**

Reporting to the Manager of Animal Care, the Animal Care Technician is responsible for providing daily care to a variety of vertebrate and invertebrate animals in the Animal Care facility, including maintaining a healthy environment, as specified in policies of the Canadian Council of Animal Care (CCAC), and by providing assistance and advice to faculty, staff, and students as required for research, testing and teaching purposes.

**Key Activities**

1. Applies CCAC guidelines and policies with respect to animal care.
2. Responsible for feeding and watering of vertebrates and invertebrates.
3. Washes and sterilizes cages, racks, aquariums; cleans corridors, floors, doors, walls, etc.; sterilizes equipment and removes garbage.
4. Judges which animals require additional attention and care, and provides same as required.
5. Monitors the health and wellbeing of the vertebrates and invertebrates, and reports same to Manager of Animal Care or ACC Veterinarian, as appropriate.
6. Applies medication as required.
7. Maintains brood stock of some species on behalf or in cooperation with labs.
8. Demonstrates to faculty, staff, students, and research assistants the proper care and handling of animals.
9. Assists in the design and repair of equipment such as cages, etc.
10. In the absence of the Manager, Animal Care, assumes responsibility for proper running of the Animal Care facility.

**Education**

College Diploma (2 year) in Laboratory Animal Science or Veterinary Technology or equivalent; and CALAS registration as a Lab Animal or Veterinary Technician for Animal Care is preferred.

**Experience Required**

1. Must have experience in, and be comfortable working with and handling all species.
2. Demonstrated ability to work independently and to interact positively with other personnel in a team situation.
3. Demonstrated effectiveness working with minimal supervision with proven reliability.
4. Animal Care facility requires seven-days-a-week attention; must be willing and able to work occasional evenings, weekends and holidays.
5. Ability to lift 50 pounds on a regular basis.
6. Demonstrated skills in, and commitment to, customer service and continuous improvement.

**Responsibility for the Work of Others**

Indirect Responsibility

* Volunteers/Coop Students: Assists volunteers in performing duties relating to feeding, watering and cleaning cages as well as housekeeping duties as required. Helps volunteers to locate and properly use equipment and supplies for this purpose and offers advice and assistance in the direct handling of animals.
* Students: In the absence of the Manager of Animal Care oversees student activity in the facility to ensure proper handling of animals as specified by CCAC guidelines with the aim of minimizing stress on the animal while satisfying the user's objectives.
* Animal Care Assistant: In the absence of the Manager of Animal Care, the Animal Care Assistant may be scheduled to provide additional support to the Animal Care Technician in which case the Assistant would work with the Technician’s schedule in performing duties relating to feeding, watering and cleaning cages as well as with housekeeping duties as required.

**Communication**

Internal;

* Faculty, with respect to animal care matters
* Staff, exchange information regarding research and teaching requirements as related to animals, pass this information on to Manager of Animal Care or support provisions for it in their absence. Exchange information from other support departments such as PRD when facility maintenance requires it.
* Students, exchange information on undergraduate teaching labs/projects involving animals, offer advice or assistance on matters relating to the care and handling of animals

External:

* General public, exchange information or answer common questions about the care and handling of animals

**Motor/ Sensory Skills**

* Fine Motor Skills, dexterity, coordination - Capture and handling of animals for cage cleaning, examination, culling etc., filling and changing water bottles, corks, loading/unloading dishwasher
* Gross Motor Skills, Coordination, Equilibrium - Loading, unloading, moving feed and bedding supplies, filling or emptying water buckets
* Smell, Sensory Distinction, Touch - Assessing condition of cages, need for cleaning, locating dead or sick animals
* Handling animals, often very small or newborn
* Visual, Sensory Distinct - Assessing health of animals, looking for signs of injury, illness

**Effort**

Mental:

* Sustained attention - Cleaning cages, handling animals, often many animals at once, constantly moving
* Seeing, touching - Counting animals for teaching or research, up to 100's of small invertebrates, accurately and gently handled

Physical:

Lifting, carrying, moving - Loading/unloading carts or skids with bags or bales of feed up to 50lbs or bedding, carry, fill or empty water buckets, aquariums etc.

**Working Conditions**

Physical:

* Potential exposure to feces, dust from bedding - Potential for causing respiratory disease, chronic sensitivities, asthma, allergies (note: PPE is provided to mitigate effects of these conditions)
* Potential exposure to animal dander - Dander may cause respiratory disease, chronic sensitivities, asthma, allergies,
* Noxious fumes, odours - Dirty cages emit ammonia fumes, certain animals emit foul odours
* Potential exposure to drugs or chemicals used in research or health care with the animals (e.g. chemotherapy, cell markers, or antibiotics)
* Physical Discomfort - Necessity to wear various personal protective items (e.g. breathing mask, gloves) for long periods when changing cages, etc.

Psychological:

* Conflicting work priorities - Daily chores must be done, frequent, unscheduled interruptions from faculty, staff and students requiring services
* Isolation, lack of windows - Facility requires controlled environmental conditions for animals, higher than normal security, locked doors, limited access
* Monotony - Cleaning cages done every working day, lack of control over volume of work to be done