

JOB DESCRIPTION

Post:	Regional Animal Behaviourist (East and North Area)
Location:	Dundee / Aberdeen / Inverness and surrounding areas / Hybrid
Salary:	Starting at £37,928 - 35 hours per week
Reporting to:	Head of Animal Behaviour

Overall Purpose of the Role:

The role of Animal Behaviourist will play a vital role in the development and implementation of the Scottish SPCA's behaviour and training capability. Working across a range of centres and species, the post holder will be responsible for overseeing complex behaviour cases and decision making with regards to animal behaviour and welfare across the sites. The post holder will be required to have an excellent understanding of animal behaviour and must be accredited to a level which allows them to ensure the Society is applying evidenced based and up to date rehabilitation techniques. All decision making will centre around animal welfare and the post holder will mentor and support team members across sites to ensure the highest possible welfare standards are upheld at all times, across all species. This will also include training of teams both at sites, and in other parts of the Society. The post holder will also regularly support owners post adoption and foster carers both remotely and in person.

Key Responsibilities:

- Model the Society's values - Committed, Compassionate, Professional, Expert, Collaborative and Adaptable - in your approach to contribute to excellent standards of animal welfare, through high colleague and volunteer engagement through effective communication, and by giving and receiving regular feedback.
- Visit allocated Animal Rescue and Rehoming Centres (ARRCs) on a regular basis to provide operational support to animals under the care of the Society
- Collaborate with Centre Management, Veterinary Services and Regional Operations Leads to ensure each animal has the most efficient journey through the Society's care as possible
- Provide expert advice to owners of animals experiencing behaviour issues either in person or remotely. Identify the behavioural issues and create behaviour modification programmes for owners to follow
- Where necessary, conduct in person assessments of animals with more complex needs, and closely oversee the progress of their plans

- Maintain a good understanding of the animals at sites undergoing behaviour modification
- Identify and support with training needs of colleagues within ARRCs and across the Society and contribute to continuing development of teams
- Foster close relationships with the Society's Veterinary Service, to facilitate efficient complex case reviews and quality of life assessments.
- Identify opportunities to work with external Veterinary Surgeons where appropriate
- Collaborate with other members of the Behaviour Service to share work, review cases and ensure a standardised and consistent approach across the Society
- Adopt a coaching approach to support rehoming team members, in order to continually upskill and share knowledge
- Undertake in person assessments of animals where there are concerns raised about their behaviour and / or welfare
- Support sites remotely where appropriate and respond to daily operational needs and challenges
- Work closely with the Head of Animal Behaviour to develop and embed robust processes to increase the sustainability of the Behaviour Service and advocate for these throughout the Society
- Maintain excellent written records and ensure effective communication and monitoring of cases is undertaken
- Contribute to the development and delivery of training sessions both for internal and external audiences
- Support the Society's Behaviour Services to identify opportunities for income generation in relation to animal behaviour
- Promote the work of the Society as required through the media
- Regularly review animal behaviour literature and partake in relevant CPD to maintain knowledge base in this field and ensure best practice, knowledge and understanding is relevant and up to date
- Work collaboratively with the Rehabilitation Operations leadership team to bring focus to animal behaviour, ensuring consistently high standards of animal welfare throughout the organisation.

- Work with Rescue and Prevent Operations, Veterinary, Fundraising, People, Corporate Services and Communications departments to support the successful delivery of the Society's business plan and operational priorities.
- Engage with external stakeholders as required and support opportunities to collaborate.
- As the post holder you will also be expected to carry out any other general duties as directed by your line manager.

Personal specification: Animal Behaviourist

	Essential	Desirable
Experience & job knowledge	<ul style="list-style-type: none"> • A proven track record of highly effective people mentoring. • Significant professional, hands on experience in multi species pet behaviour, particularly within an animal welfare and rehoming environment • Significant experience of successfully modifying animal behaviour across multiple species • Experience of working with dogs who may pose a risk to humans • Relevant accreditation within the Animal Behaviour and Training Sector • Experience and awareness of behavioural euthanasia • Experience of working with veterinary surgeons using psychoactive medications to support animal behaviour in both the short and longer term • Experience of working with and handling animals in a clinical setting • Awareness and experience of considering the wider impacts of animal behaviour in a rehoming setting – such as reputational risk, risk to colleagues and impact to potential owners • Experience in a customer focused environment • An understanding and commitment to health and safety in the workplace • Proven experience of training others in evidence based and up to date training techniques to modify animal behaviour 	<ul style="list-style-type: none"> • Qualifications in Animal welfare, management and behaviour • Charity sector Experience • Working with volunteers • Media experience and public speaking • Experience of mentoring and supporting others
Job Related Skills / Competencies	<ul style="list-style-type: none"> • Excellent written skills and the ability to compile behavioural reports that are easily implemented by a variety of audiences • Exceptional verbal communications skills, and the ability to discuss and advise upon animal 	

	<p>behaviour, welfare and training with a variety of audiences</p> <ul style="list-style-type: none"> ● Digital skills – have a working knowledge of Word, Excel, PowerPoint, Outlook and quickly grasp operational systems and databases. ● Adaptable and able to calmly and quickly reprioritise to respond to operational needs 	
Personal attributes	<ul style="list-style-type: none"> ● A strong interest in and commitment to animal welfare ● People focussed with a resilient and calm approach ● An interest in the development of others and the ability to adopt an inclusive, non judgemental approach ● Ability to positively embrace an open feedback culture and deliver constructive feedback to teams. ● Empathetic approach to working with others, and the ability to effectively communicate in difficult circumstances, as well as the ability to listen to and consider the points of view of others ● Ability to work with others in a collaborative and solution focused manner ● Ability to handle challenging and emotional situations ● Able to manage own time efficiently and to plan effectively in the short, medium and long term ● Act professionally and with integrity at all times ● Works well as part of a multi-disciplinary team 	
Additional relevant criteria	<ul style="list-style-type: none"> ● Full driving licence ● Flexibility – ability to undertake regular travel and overnight stays, willingness to work occasional weekends, evenings and public holidays as per business requirements 	