



Job Description: Behavior & Husbandry Liaison

About Us: The Aggieland Humane Society provides humane care and placement for homeless and abandoned animals, promotes the human-animal bond, and promotes responsible pet ownership to enhance the quality of life for the people and animals in our community. Our vision is to become a leader among animal welfare organizations. We offer progressive, lifesaving programs and services, including animal sheltering, community spay/neuter, TNR, animal transfers, foster care, outreach events, volunteering, community food pantry, and more. Aggieland Humane Society is the municipally contracted animal shelter for the City of College Station and for Brazos County.

Position Specifics:

Title: Behavior & Husbandry Liaison

Reports to: Animal Care Manager

Status: Full-Time, Non-Exempt

Compensation: \$16.50/hour

Benefits: Paid sick and vacation time, employer-sponsored health, vision, dental, and life insurance, investment plan with 3% employer match, discount pet food programs, continuing education opportunities, and advancement opportunities.

Description: The Behavior & Husbandry Liaison supports the behavioral and daily care needs of shelter animals. This hands-on position coordinates playgroups and enrichment, monitors animal behavior, assists with behavior-support plans, promotes low-stress handling, trains staff and volunteers, and helps maintain consistent animal care and husbandry practices throughout the shelter.

General Duties:

- Upholds the Aggieland Humane Society Base Code of Conduct, Workplace Agreement, applicable policies and procedures, and all applicable state and local laws and regulations.
- Reports to the Animal Care Manager and works collaboratively with shelter leadership and departmental staff to support the daily operations and goals of the Animal Care department.
- Serves as a primary liaison between shelter leadership, Animal Care team, and other shelter departments to facilitate effective communication and coordination of animal behavior and husbandry needs.
- Works under the direction of the Animal Care Manager regarding daily workflow, scheduling, departmental priorities, and operational coordination, while following the

clinical direction, protocols, and medical recommendations established by the Shelter Veterinarian.

- Communicates clearly and professionally with staff, volunteers, adopters, fosters, veterinary partners, and members of the public as appropriate to the position.
- Maintains timely and professional communication through Slack and other designated communication platforms.
- Supports shelter-wide animal welfare, safety, biosecurity, and operational practices.
- Participates in community outreach, adoption events, educational programming, or other off-site activities as directed by shelter leadership.
- Maintains proficiency through required training and ongoing professional development relevant to the position.
- Performs other duties as assigned in support of the mission of Aggield Humane Society.

Technical Duties:

- Oversees shelter playgroup operations, including scheduling, pairings, participation decisions, facilitation, and documentation.
- Evaluates dogs for playgroup participation and monitors interactions for appropriate play, stress signals, and safety concerns.
- Trains, coaches, and provides technical guidance to staff and volunteers regarding playgroup procedures, animal handling, body language, behavior observation, and safe animal interactions.
- Reviews behavior notes, incident reports, and other behavioral information and ensures identified concerns receive appropriate assessment, follow-up, and behavior management or modification planning.
- Conducts behavioral observations and assessments and develops, implements, monitors, and updates individualized behavior modification and management plans.
- Establishes and communicates appropriate behavior restrictions, handling requirements, safety precautions, and other management recommendations based on observed behavior and established shelter protocols.
- Collaborates with the Shelter Veterinarian and animal care team when medical factors may contribute to behavioral concerns, when behavior may affect medical care, or when veterinary assessment or intervention may be appropriate.
- Oversees the shelter's enrichment program, including daily enrichment schedules and individualized plans for animals experiencing stress, boredom, or behavioral deterioration.
- Coordinates with Animal Care staff and volunteers to ensure enrichment activities are appropriately prepared, implemented, documented, and completed consistently.
- Maintains accurate behavioral assessments, attributes, restrictions, and notes in PetPoint.
- Monitors animals for behavioral deterioration and makes recommendations regarding kennel placement, movement, foster placement, and other housing or care needs.
- Provides behavioral input for adoption counseling, pet bios, foster plans, transfers, and other placement decisions.

- Develops, maintains, and updates behavior-related SOPs, training materials, protocols, and educational resources in collaboration with the Animal Care Manager and other appropriate departments.
- Identifies shelter-wide behavioral trends and communicates recommendations to the Animal Care Manager and appropriate departments.
- Maintains current knowledge of evidence-based shelter behavior, enrichment, handling, and animal welfare practices and incorporates applicable best practices into shelter programming.
- Performs euthanasia procedures, documentation, and rabies submissions in accordance with shelter protocols.

Requirements:

- Minimum of two (2) years of experience in animal sheltering, veterinary medicine, animal care, dog training, or a related field.
- Previous experience in a dog daycare, boarding, training, or animal shelter environment with demonstrated experience in dog-to-dog socialization or structured playgroup programming. Experience with the Dogs Playing for Life methodology is strongly preferred.
- Valid driver's license with an acceptable driving record.
- Ability to pass required background screenings.
- Availability to work evening, weekend, and holiday shifts as operational needs require.

Preferences:

- Associate degree in Animal Science, Veterinary Technology, Animal Behavior, or a related field; or equivalent combination of education and/or work experience.
- Professional certification or formal training in canine behavior or dog training is preferred. Preferred credentials include IAABC CDBC or ADT, CCPDT CPDT-KA, IACP CDT, KPA-CTP, or comparable certification. Experience or formal training in shelter behavior, Dogs Playing for Life, and Fear Free handling and behavior practices is strongly preferred.
- Knowledge of animal health, disease prevention, and basic medical terminology.
- Bilingual English/Spanish, conversation-level competency.

Physical Requirements:

- Frequently lift and carry up to 50 pounds independently and more than 50 pounds with assistance.
- Stand, walk, bend, kneel, crouch, climb, and reach throughout the workday.
- Safely handle animals of varying sizes, temperaments, and medical conditions.
- Work indoors and outdoors in varying weather conditions.
- Exposure to cleaning chemicals, animal waste, zoonotic diseases, loud noises, and emotional situations involving injured or deceased animals.

Other:

- Ability to handle the stress and fatigue of animal sheltering operations required; ability to prioritize one's mental health strongly encouraged.
- Ability to lead a team and work as a team member to promote the mission and vision of Aggieland Humane Society, encouraging positive and impactful work within the community.
- Excellent communication and interpersonal skills are required.
- Advanced computer skills and ability to learn shelter management software.
- Must obtain Texas Euthanasia Performer Certification within 3 months of hire.
- Must obtain Texas Local Rabies Control Authority Certification within 6 months of hire.

To Apply: Please submit your application and resume to Harlee Gerke, Animal Care Manager, at hgerke@aggielandhumane.org.