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Animal Behavior and Enrichment Specialist (Animal Behaviorist)

JOB CODE	JOB FAMILY	PROFILE
JCV501	**Animal Care Services**	**Animal Behavior and Enrichment Specialist (Animal Behaviorist)**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Hourly	**$22.81 - $36.01**	**February 16, 2026**

The Animal Behavior and Enrichment Specialist develops, implements, and monitors all programs intended to identify, correct, and prevent problem behavior in dogs and cats. Assesses behavior of all shelter animals. Socializes, trains, and starts behavior modification if appropriate. Makes recommendations on outcomes of animals. Designs and implements programs that improve shelter animals' quality of life and successful outcome. Develops and provides behavior education for staff, volunteers, and the community. Supports animal care staff and acts as Animal Care Technician Senior in their absence.

Job Description

DUTIES AND RESPONSIBILITIES

- Develops assessment program for evaluating rehoming and other outcomes for shelter cats and dogs.
- Walks the shelter at least once per day to monitor behavior of Bernalillo County Animal Care Services (BCACS) animals. Ensures that behavior observations are documented appropriately in animal management database system and other tools as required by shelter policies and procedures. Assists BCACS foster program with behavior concerns.
- Develops, implements, and performs pain-free Behavior Modification (BMOD) and training programs for shelter dogs and cats. Develops policies related to prioritizing which dogs receive services based on available resources.

- Responsible for program evaluation, including statistical data collection, entry, analysis, preparation, and presentation.
- Assesses animals; makes recommendations for kennel movement, disposition, including suitability for adoption, rehabilitation, transfer, or euthanasia. Intervenes early with services, BMOD, etc. when necessary.
- Assesses owned animals for acceptance by BCACS and/or a training/behavior modification plan to assist the dog owner in retaining ownership.
- Prepares and implements individual pain-free training/behavior modification plans to improve behavior and adaptability and meet the individual needs of the animal, specifying tools and techniques to be used.
- Monitors behavior and BMOD progress of the animals at BCACS, adjust as necessary.
- Ensures proper execution of pain-free behavior modification and rehabilitation programs.
- Develops and presents materials on established and proposed programs for the organization.
- Participates in the development and implementation of on-going training for volunteers as well as BCACS staff.
- Develops and implements enrichment programs for staff and volunteers to prevent problem behaviors, and to improve their emotional wellbeing and adoptability. Ensures that programs contain variability to limit animals' boredom.
- Assists in preparing and maintaining budget for the behavior program.
- Promotes humane awareness toward the care and treatment of animals through training, education, and outreach programs.
- Designs and implements obedience training program for shelter dogs.
- Performs duties of lower-level classifications, as needed, to provide adequate coverage, animal care and customer service; works as a team with department staff to ensure cross functionality and back-up support as needed.
- Incumbent(s) in this classification may handle sensitive and/or confidential records, plans, documents or decisions that require maintaining confidentiality of sensitive information.
- In certain roles, responsibilities may involve performing euthanasia tasks.
- ***The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.***

MINIMUM QUALIFICATIONS

- Associate's degree in Animal Health and Behavior, Animal Science, Business Administration, or a related field.
- Three (3) years of work experience in an animal facility performing animal training, animal home placement, animal behavior/behavior modification, or animal care community outreach.

Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

PREFERENCES

- CPDT-KA, KPA-CTP and/or other behavior certification.

ADDITIONAL REQUIREMENTS

Individuals performing euthanasia are required to hold a valid license as a Euthanasia Technician issued by the State of New Mexico Board of Veterinary Medicine.

Prior to performing euthanasia tasks, approval from the Director of Animal Care must be obtained.

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination and background investigation.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Possession of a valid New Mexico driver’s license by the date of hire and maintenance of a valid license while employed in this position.
- Complete required supervisor training, if applicable.

WORKING CONDITIONS

- Duties are performed indoors, and outdoors. When duties are performed outdoors, employee may be subject to various weather conditions. A county vehicle may be used.
- Indoor duties are performed in a temperature-controlled environment.
- Indoor duties are performed in a facility setting with cement, carpeted or tiled floors.
- Outdoor duties are performed on surfaces which may be even or uneven, wet, or dry. Stairs may be required in performing indoor or outdoor duties. Outdoor duties may be performed on natural ground, asphalt, concrete, snow, ice, or mud.
- Work hazards or potential work hazards include use of vehicles, stairs, exposure to extreme weather conditions and driving in adverse weather conditions.
- Worker may be exposed to animals, aggressive animals, animal bites, disease, odors, animal dander, animal byproducts and chemicals.
- Worker performs duties alone or as part of a team.
- Worker is exposed to intermittent noise or vibration factors, particularly when driving County vehicle over unsurfaced roads.

- Worker may be required to be on-call as necessary to include evening, weekends, and holidays.

EQUIPMENT, TOOLS, AND MATERIALS

- Equipment used in performing duties includes computer, multi-line telephone, two-way radio, fax machine, and copy machine.
- Operate a variety of veterinary diagnostic and surgical instruments and animal care and handling equipment in a humane, safe, and effective manner.
- Handles a variety of forms and paperwork, writing utensils, and other basic office supplies while performing duties.
- May use a variety of training equipment including but not limited to a net, rope, leash, catch pole, snare, squeeze cage, harness, pet correctors, assess a hand, ladders, and camera or video in the performance duties.
- Operates a county vehicle as needed.