

Class Title: Animal Behavior and Training Coordinator
Department: Animal Care and Control
FLSA: Non-exempt

Class Code: 6678
Grade: 16
Eff. Date: 01/01/2025
Revised: 07/29/2026

GENERAL PURPOSE

Under the general supervision and direction of the Deputy Director, responsible for the enrichment, behavior modification, and training of animals and staff at the Davis County animal shelter.

EXAMPLE OF DUTIES

Facilitates and manages canine playgroups, evaluating various behavioral dynamics, play styles, and social compatibility to assess needs and ensure safe group play. Develops and implements daily mental and physical enrichment plans tailored for shelter dogs, as well as establishes structured and enrichment protocol for cats in our care. Maintains records in shelter software to track individual animal progress, behavioral modifications, and playgroup performance.

Provides comprehensive, individual specific information to prospective adopters regarding animal behavior, training needs, and post-adoption transition plans. Offers ongoing support and guidance to adopters both before and after adoption to set realistic expectations and ensure successful, long term home placement. Educates potential adopters, volunteers, and residents on animal behavior concepts while thoughtfully navigating difficult conversations surrounding shelter euthanasia, and explaining the factors and process behind those decisions.

Actively engages with community members seeking to surrender or rehome pets, assessing whether behavioral intervention, training resources, or external aid(s) can address the issue and keep the animal in their home. Develops and updates educational handouts, guides, and digital materials covering positive reinforcement techniques and pet management for public distribution. Represents Animal Care of Davis County in public workshops, community events, and shelter programming. Conducts live animal training demonstrations, assisting guests with safe, educational, and engaging animal interactions during sessions.

Trains shelter staff, volunteers, and management on safe handling techniques, humane containment, body language interpretation, and positive reinforcement methods. Drives the ongoing adoption of evidence-based positive reinforcement training programs throughout the organization to maintain high animal welfare standards.

Performs related duties as assigned.

MINIMUM QUALIFICATIONS

1. Education and Experience:

High school graduation (or equivalent) plus three (3) years of full-time employment as a professional animal trainer, shelter behavior specialist, or animal behavior consultant in an animal shelter environment; an acceptable combination of related education and experience may be considered.

CLASS SPECIFICATION

Certification in animal behavior or dog training from a recognized, credible certifying body is required. Preferred credentials include:

- IAABC (e.g., CSB-D, CSB-C, CDBC, CCBC, or Accredited Shelter Trainer)
- CCPDT (e.g., CPDT-KA, CPDT-KSA, or CBCC-KA)
- KPA (KPA-CTP)

2. Special Qualifications:

Employees driving a personal or a County vehicle for job related travel must possess a valid driver license, maintain the minimum vehicle liability insurance as specified in the Utah Code, and must operate a motor vehicle in a safe manner; new employees with an out-of-state license must obtain a valid Utah Driver License within sixty (60) days of hire date (exceptions for military personnel and their dependents).

3. Necessary Knowledge, Skills and Abilities:

Knowledge of: animal handling skills including the ability to read animal body language; canine ethology, including the influence of genetics on behavior, developmental influences, normal social structures of dogs in different contexts and communicative signals (predatory behavior, play behavior, etc.) preferred.

Skill in: basic computer, including Google Workspace and selected shelter software/database programs.

This position may require the driving of a motor vehicle; skill in operating a motor vehicle in a safe manner; ability to ensure motor vehicle is operating in a safe manner; knowledge of Utah motor vehicle rules and regulations.

Ability to: represent Animal Care of Davis County in a professional and courteous manner at all times, work efficiently and calmly under challenging conditions; effectively work with large and small animals; effectively train on a variety of animal behavior topics using industry best practices; communicate effectively (orally and in writing); follow written and oral instructions; establish and maintain effective working relationships with supervisors, other employees, clients, other agencies, and the public.

WORKING CONDITIONS

Work occasional evenings, and holidays.

Work in stressful and noisy conditions. Required to stand, walk, stoop, kneel, crouch, climb and manipulate (lift, carry, move) up to 100 pounds; work outdoors in varying temperatures and climates; work with aggressive and potentially vicious animals; work in an environment with exposure to deceased, sick, and injured animals, animal matter, animal hair, and noxious odors; work with harsh cleaning materials; use strength and agility while working with active animals. Presents a professional appearance to the public at all times.

The above statements are intended to describe the general nature and level of work being performed by persons assigned to this job. They are not intended to be an exhaustive list of all duties, responsibilities and skills required of personnel so classified. ***All requirements are subject to possible modifications to reasonably accommodate individuals with disabilities.***