



LARIMER HUMANE SOCIETY

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[www.larimerhumane.org](http://www.larimerhumane.org)

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## Behavior and Enrichment Volunteer

### Description:

Behavior and Enrichment is responsible for evaluating all animals at Larimer Humane Society and determining animal outcomes, as well as daily monitoring to ensure each animal receives individualized support and enrichment.

### Objective:

To carry out Larimer Humane Society's vision, mission, and strategic goals via animal enrichment and training, staff involvement, and delivering animal specific information to our public that will minimize an animal's stay at our shelter and ensure loving homes for animals in our care. Behavior and Enrichment volunteers will be able to choose which species and area they would like to volunteer in.

### Supervision:

Directly reports to the Behavior Coordinators and Behavior Supervisor. Indirectly reports to the Shelter Manager. Must be able to self-start and work independently if behavior staff is not available.

### Requirements:

- Behavior and Enrichment Volunteers must be at least 16 years of age if volunteering alone
- Volunteers age 10-15 years may join our Partner-Up Program with a parent or trusted adult who is 18 years or older
- Volunteers over the age of 18 must complete a national criminal background check and sex offender search
- Ability to read animal body language and respond appropriately, as well as maintain a calm and quiet attitude at all times - no loud talking, no agitated or quick movements
- Read and understand signage in the kennel area and around the shelter
- Respond quickly and appropriately to verbal instruction and conduct duties without unnecessary disruptions to staff or clients
- Physically able to control the animals being worked with - walking dogs, carrying cats, etc.

### Behavior and Enrichment Commitment:

Behavior and Enrichment Volunteers must be able to commit to a minimum of 2 hours per week for a minimum of six months.

### Working Conditions:

All volunteer work will be performed in the animal shelter setting. There is a potential for exposure to zoonotic diseases and cleaning chemicals, exposure to dangerous and fractious animals, exposure to high noise levels when in kennel area, and a potential for animal bites and scratches while handling animals

### Physical Activities:

Lifting of up to 50 pounds unassisted; kneeling, squatting, bending, walking dogs on a leash, handling animals of all temperaments, animal restraint

### Training:

- Attend a Volunteer Orientation
- Interview with a Behavior Coordinator or Behavior Supervisor
- Attend hands-on Animal Handling Training
- Attend Safe Cat Handling Training if handling cats as part of volunteer duties
- Attend on the job first shift training

### Duties:

- All volunteers begin by helping out with enrichment, and do not handle animals for the **first month or 8 hours** of service. See "Entry Level" for more information.

### Behavior & Enrichment Entry Level Volunteer Description Duties:

- Organizes enrichment so that areas are tidy
- Checks inventory of items to assess what items need to be prepared and/or thrown out
- Creates items that need stocked
- Brainstorms ideas for new items and types of enrichment and reports to Behavior Coordinators
- Documents how to make each particular enrichment items by taking pictures of the step-by-step process
- Observes and documents items given to the animals to ensure that items are effective
- Other tasks as directed by B&E Staff
- Complete Clicker Intro with B&E staff or 4-star volunteer

**All Animal Enrichment 1-Star/2-Star Volunteer Duties:**

- Pass out enrichment items to cats, dogs, and small mammals (minimal interaction with animals)
- Play the “do nothing” game with dogs in the Mellow Mutts program
- Provide extra enrichment for dogs in the Mellow Mutts Program
- Observes and documents items given to the animals to ensure that items are effective
- Other tasks as directed by B&E – may include assembling items

**Requirements/Training:**

- Be a current B&E volunteer in-training
- Complete 8 hours with 1 month tenure
- Complete B&E hands-on training checklist (small mammal, cat, and dog portions - limited)

**Cat Cuddler 1-Star Volunteer Description Duties:**

- Environmental Enrichment for adoptable cats – providing toys, appropriate bedding and scratching pads as needed in all adoptable cat kennels
- Providing socialization, TLC, and activity time for adoptable cats - includes but is not limited to: in-kennel petting and brushing time, out of kennel play time, daily activities, and food dispensing toys
- Provide basic care to animals in contact with – cleaning up messes, refilling water, and providing clean bedding when needed
- Will use treats to help cats feel more comfortable in their environment
- Other tasks – may include assembling toys and treats – as directed by B&E staff

**Requirements/Training:**

- Be a current B&E volunteer in-training
- Complete 8 hours with 1 month tenure
- Complete B&E hands-on training checklist (cat portion only)
- Attend a Safe Cat Handling Training presentation

**Cat Cuddler 2-Star Volunteer Description Duties:**

- All duties included under Cat Cuddler 1-star description
- Environmental enrichment and in-kennel enrichment for cats in the “Pets Needing Patience” program
- Socialization of fearful available adult cats – as directed by B&E staff
- Spray and place bandanas for cats in the “Pets Needing Patience” program (morning and early afternoon)

**Requirements/Training:**

- Be a current B&E 1-star cat cuddler
- Complete a minimum of 32 hours, with a 4 month tenure

**Cat Cuddler 3-Star Volunteer Description Duties:**

- All duties included under cat cuddler 2-star description
- Feline clicker training using high value rewards
- Aid in the socialization of fearful adult cats in holding areas – as directed by B&E staff
- Aid in the socialization of fearful kittens in holding areas – as directed by B&E staff

**Requirements/Training:**

- Be a current B&E 2-star cat cuddler
- Complete a minimum of 64 hours, with an 8 month tenure
- Seek necessary approval through B&E volunteer supervisor
- Read assigned advanced animal behavior sheets and complete quizzes
- Complete beginner clicker training with B&E volunteer supervisor

**Cat Cuddler 4-Star Volunteer Description Duties - LEAD ROLE:**

- All duties included under Cat Cuddler 3-star description
- Serve as a contact point for other volunteers

- Train new volunteers

**Requirements/Training:**

- Be a current B&E 3-star cat cuddler
- Have a minimum of 1 year of service
- Interview with B&E volunteer supervisor
- Attend several trainings for volunteers in order to be able to complete them for new volunteers
- Be able to identify body language and how to work on problem behaviors

**Dog Walker 1-Star Volunteer Description Duties:**

- Environmental Enrichment for adoptable dogs – providing toys, appropriate bedding, treats, treat bowls, music – may include providing other in-kennel enrichment as directed by B&E staff
- Basic daily enrichment for adoptable dogs – includes but is not limited to walks, potty breaks, off-leash play, brushing and quiet time, distributing food-based treats
- Provide basic care to animals in contact with – cleaning up messes, refilling water, and providing clean bedding when needed
- Will work on clicker intros and capturing certain behaviors such as sit, down, eye-contact. Will also work on kennel presentation for adoptable dogs
- Other tasks – may include assembling toys and treats – as directed by B&E

**Requirements:**

- Be a current B&E volunteer in-training
- Complete 8 hours with 1 month tenure
- Complete B&E hands-on training checklist (dog portion only)

**Dog Walker 2-Star Volunteer Description Duties:**

- All duties included under Dog Walker 1-Star description
- Basic daily enrichment for adoptable dogs, including dogs in the “Pets Needing Patience” program – includes but is not limited to basic potty break walks, off-leash play, brushing and quiet time, distributing food-based treats
- Clicker train adoptable dogs with hand targets, mat work, and scent work
- Spray and place bandanas for dogs in the “Pets Needing Patience” program (morning and early afternoon)

**Requirements/Training:**

- Be a current B&E 1-star dog walker
- Complete a minimum of 32 hours, with a 4 month tenure

**Dog Walker 3-Star Volunteer Description Duties:**

- All duties included under Dog Walker 2-Star description
- Environmental enrichment for dogs waiting for evaluation– providing toys and pupsicles/kongs, etc. No handling of these animals
- Socialization of fearful adult dogs back in holding areas (including “Look at That” and confidence building) – as directed by B&E staff
- Environmental enrichment for dogs which have completed Assess a Pet evaluation (AAP), and are undergoing behavior modification, waiting on transfer, etc. as approved by Behavior Coordinators – providing toys, appropriate bedding, treats, treat bowls, music. May include providing other in-kennel enrichment as directed by B&E or other staff.
- Assists B&E as observer in the dog evaluation AAP – including taking notes, scanning for microchips, fitting harnesses, inputting data into the computer etc.

**Requirements/Training:**

- Be a current B&E 2-star dog walker
- Have a minimum of 64 hours, with an 8 month tenure
- Seek necessary approval through B&E volunteer supervisor
- Complete beginner clicker training with B&E volunteer supervisor
- Complete AAP assigned reading and hands on training (if want to assist with evaluations)
- Read ASVAB summary and Culture Clash summary hand outs and perspective quizzes

**Dog Walker 4-Star Volunteer Description Duties - LEAD ROLE:**

- All duties included under Dog Walker 3-star description
- Serve as a contact point for other volunteers
- Train new volunteers

**Requirements/Training:**

- Be a current B&E 3-star dog walker
- Have a minimum of 1 year of service

- Interview with B&E volunteer supervisor
- Attend several trainings for volunteers in order to be able to do them on your own
- Be able to identify body language and how to work on problem behaviors

**Small Mammal 1-Star Volunteer Description Duties:**

- Environmental Enrichment for adoptable small mammals – providing toys, appropriate bedding, chew items, treats, and fresh food as needed
- Socialization, TLC, and activity time for adoptable small mammals – includes but is not limited to in-kennel petting and brushing time and out of kennel play time (when space available)
- Provide basic care to animals in contact with – cleaning up messes, refilling water, and providing clean bedding when needed
- Other tasks – may include assembling toys and treats – as directed by B&E staff

**Requirements/Training:**

- Be a current B&E volunteer in-training
- Complete 8 hours with 1 month tenure
- Complete B&E hands-on training checklist (small mammal portion only)

**Small Mammal 2-Star Volunteer Description Duties:**

- All duties under Small Mammal Volunteer 1 position
- Ability to work with holding small mammals
- Small mammal clicker training, including intros, captures, and more advanced clicker training

**Requirements/Training:**

- Be a current B&E 1-star Small Mammal Volunteer
- Complete a minimum of 32 hours, with a 4 month tenure
- Complete beginner clicker training with B&E volunteer Supervisor

**Dress Code:**

- Green volunteer t-shirt
- Closed-toe shoes
- Pants
- Please note that you will be working with and around animals so be aware that clothing may get dirty.

**Department Contact Information:**

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(970) 226-3647 ext. 5130