



JOB TITLE	Propagation Specialist		
REPORTS TO	Director – World Center for Birds of Prey		
LOCATION	Boise, ID		
REGULAR/TEMPORARY	Regular	STATUS	Full-Time Non-Exempt

WORK WITH US

We were founded in 1970 to rescue the Peregrine Falcon from extinction by pioneering ways to breed and release them across North America. With that historic success, our mission grew to encompass all raptor species worldwide. Today we: Restore critically endangered species, Research little-known species, Train and support students, Engage all ages with environmental education, and Conserve habitat.

Our employee benefits program demonstrates our commitment to and support of our employees. We are pleased to offer eligible employees a benefits program that is comprehensive and among the best among peer institutions, including a 403(b) retirement program as well as health, dental, vision, life and long-term disability insurance.

The Peregrine Fund is an Equal Opportunity Employer.

The successful applicant will be required to complete a background screening before final offer of employment is made.

POSITION SUMMARY

The Propagation Specialist will work within the raptor propagation team to create a healthy environment for current and potential breeding populations of various raptor species. They will also facilitate the use of known propagation and artificial incubation techniques in order to meet conservation goals.

ESSENTIAL FUNCTIONS

The Propagation Specialist will perform daily duties including all animal husbandry and care, feeding, facility maintenance, data collection, record keeping and other responsibilities as assigned.

RESPONSIBILITIES AND SCOPE

Animal Care

- Maintain and establish captive breeding pairs of various species of raptors
- Maintain captive environment conducive to successful propagation of a variety of birds of prey
- Manipulate captive nesting opportunities for a variety of raptors, including all duties associated with artificial incubation of raptor eggs
- Hatch and raise raptor chicks for release in a captive natural and/or laboratory setting
- Monitor and document chick health, development and behavior
- Administer annual and semiannual West Nile Virus Vaccines for captive population
- Trap, capture and restrain small and large raptors species for medical procedures and transfers in a manner that is safe for both birds and staff
- Provide immediate medical care as necessary and assist in medical procedures for raptors
- Maintain established banding and tagging protocols for all raptors in propagation facilities
- Transport raptors to and from various captive and field sites as needed
- Observe closely, document and monitor raptors for general health and behavior

- Regular off site pickup of donated large carcass items for condor facility
- Use operant conditioning techniques to optimize activity or ability to facilitate routine management and health care for all birds in propagation facilities
- Interact and cooperate with other staff and volunteers to accomplish large projects and maintain facilities and property
- Provide daily care and maintenance of small goat herd on property

Facilities

- Clean holding pens, breeding chambers, buildings and public display areas as per protocol and schedule. These areas include 3 condor barns, 4 falcon barns, food production facility, goat enclosure and condor display. Also includes weekly disinfection of all labs and high traffic areas. Follow safe handling instructions for chemical use.
- Understand and follow existing bio-security protocols
- Daily visual inspection of all pens, chambers, buildings and display for health and safety concerns
- Annual setup and breakdown of all incubation and chick rearing labs
- Maintain freezers, refrigerators and feed in appropriate manner for optimal nutrition and health of flock
- Clean, store and maintain all tools, capture equipment, inventory, vehicles and food
- Perform regular maintenance and repair of enclosures, exhibit and buildings; stock necessary supplies to perform tasks
- Maintain and service transportation, generators and emergency equipment monthly
- Annual fire preventative measures including grass and brush reduction

Record Keeping/Data Collection/ Other

- Follow all existing bio-security protocols and adopt updated procedures as applicable
- Prepare and update all related records, reports, daily logs and surveys, and assist in data collection (and/or research projects) to ensure thorough documentation/accountability and enhance knowledge of birds of prey
- Other duties as assigned

MINIMUM QUALIFICATIONS

- Bachelor of Science degree or equivalent experience in related field
- Experience and/or education in aviculture, artificial incubation, avian neonate care and general animal husbandry
- Education, training and/or experience clearly demonstrating knowledge and skills outlined above
- Knowledge and understanding of complex adaptive systems
- Professional experience in the care, feeding and handling of wild animals
- Knowledge of safety practices working with wild animals and techniques for capture/restraint of raptors
- Comfortable learning and working in a team environment
- Self-motivated and willing to assume responsibility of assigned projects
- Able to lift and manipulate up to 70 pounds without assistance; operate motorized equipment including heavy machinery
- Able to practice a high level of patience and attention to detail; effectively communicate with volunteers, co-workers and supervisors
- Must have a valid driver's license

PREFERRED QUALIFICATIONS

- Experience working with California or Andean Condors and other social species
- Understanding of grassland fire behavior, management and prevention

WORKING CONDITIONS

The Propagation Specialist will have frequent exposure to and close contact with large raptors and domestic ungulates. She/he will be required to move heavy objects when needed. The work is in uneven terrain with exposure to varying and extreme weather conditions. Exposure to dust, allergens and hazardous materials is common. Work is often performed in confined cramped spaces and from elevated positions.