

## **Program Overview**

The Ohlone Humane Society Wildlife Rehabilitation Center (OHSWRC) is offering unpaid internships to provide hands-on educational opportunities in the field of wildlife rehabilitation.

The OHSWRC treats over 600 injured, ill, orphaned, or displaced wild animals a year from the local area, with the goal of returning these animals back to the wild. The center admits birds, mammals, reptiles, and amphibians representing over 80 species. The most common patients include opossums, ducks, squirrels, raccoons, pigeons, crows, songbirds, hawks, and owls.

This internship is intended to provide an understanding of the entire rehabilitation process. The intern will learn about animal husbandry, veterinary care, ethical considerations, community relations, and standards for wildlife rehabilitation. By the final weeks of the program, the intern is expected to be able to coach volunteers and step in for the supervising staff as needed.

Individuals with a professional interest in wildlife rehabilitation, medicine, animal care, animal science, or other biological fields are encouraged to apply.

## **Intern Duties**

Interns will gain knowledge and skills in, or be responsible for, the following:

- General animal care / rehabilitation techniques:
  - Age and species-appropriate diet preparation
  - Cleaning and set-up of enclosures
  - Sanitation and maintenance of facilities
  - Adherence to biosecurity protocols
  - Techniques to mitigate patient stress in captivity
  - Species identification and natural history
  - Anatomy, physiology, and behavior of commonly admitted species
  - Wildlife capture, handling, and restraint
  - Hand rearing of juvenile birds and mammals
  - Recognition and treatment of common diseases and conditions of local wildlife
  - Understanding criteria for determination of patient outcomes
  
- Veterinary techniques:
  - Physical exam and triage
  - Administration of medications, fluid therapy, gavage feeding, and other treatments
  - Management of wounds and fractures including wound debridement and application and management of bandages and splints
  - Diagnostic techniques including basic blood and fecal analysis
  - Consideration of differential diagnoses and creation of a treatment plan

- Use of anesthesia equipment and anesthetic monitoring
- Assistance during surgical procedures
- Proper handling and use of medical instruments
- Aseptic technique
- Assistance during gross necropsies
- Medical vocabulary and record-keeping
- Public interfacing / Professional communication:
  - Professional phone etiquette
  - Providing guidance regarding common wildlife-related questions
  - Determining whether an animal is in need of intervention
  - Completing the intake process for a new patient
  - Potential participation in community outreach events
  - Potential networking opportunities with other organizations
  - Potential assistance during training classes for volunteers or partner organizations
- Administrative / Regulatory:
  - Adherence to state and national regulations pertaining to wildlife rehabilitation
  - Assistance with business management or administrative tasks
  - Maintenance of patient records
  - Attendance at staff and volunteer meetings

### **Additional Program Requirements**

- Completion of a project to be presented to staff and volunteers at the end of the internship. The topic will be of the intern's choosing, but must be significant to the field of wildlife rehabilitation.
- Reading materials will be supplied to supplement the intern's education. Brief written or practical exams may be administered.
- A performance evaluation will be done midway through the internship and at the end. Upon satisfactory completion of the program, the intern will be eligible to receive a professional reference for future professional or academic pursuits.

### **Schedule Requirements**

- Completion of 288 hours over a period of 9 to 18 weeks
- Completion of the program between April and October, with flexible start and end dates
- 2 to 4 consistent work days per week
- The intern will work 6-8 hours per day, depending on patient load and hospital needs

- Possible work on weekends and/or holidays
- Time off requests should be submitted 2 weeks in advance

### **Minimum Qualifications**

- 18+ years of age
- Proficient in written and spoken English
- A minimum of 6 months of animal care experience, not including the applicant's own pets or pet sitting
- A minimum of 1 semester's worth of college-level coursework in biological sciences
- Able to lift up to 40 pounds, bend, kneel, and stand for prolonged periods of time
- The applicant must not have any extreme sensitivity or aversion to the following:
  - Bleach or peroxide-based cleaning solutions
  - Unpleasant odors, such as that of animal feces or carcasses
  - Physical labor in an environment that is not climate-conditioned
  - Potential exposure to zoonotic diseases
  - Awareness that a large proportion of patients do not successfully recover, and that humane euthanasia is frequently performed for those that are unable to return to a good quality of life
- The intern is responsible for arranging their own housing and transportation.
- Optional: To work directly with rabies vector species (bats, raccoons, skunks, foxes, coyotes), proof of pre-exposure rabies vaccination is required.
- Optional: To transport patients as part of rescue or release events, the intern will need to submit a copy of their driver's license, auto insurance, and a driving record from the DMV.

### **Preferred Qualifications**

- Professional experience working with wildlife or zoological species
- Familiarity with a veterinary clinic environment and basic veterinary skills
- Experience in a teaching, mentorship, or leadership role
- Experience with community outreach
- Client/customer/guest service skills
- A high degree of emotional intelligence
- Conflict resolution skills
- Understanding of compassion fatigue and burnout
- Comfortable taking initiative and motivating others
- Comfortable giving and receiving constructive criticism

## **Application Instructions**

Submit the following:

- Resume
- Letter of interest
- Contact information for at least 2 references
- Indicate the time period and days of the week during which you could work

Send applications or questions to Dr. Juliana Joe at [juliana@ohlonehumanesociety.org](mailto:juliana@ohlonehumanesociety.org).

Applications will be reviewed on a rolling basis. Qualified applicants will be invited to interview remotely or in-person.