

Animal Technician III

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Nature of Work

This is responsible technical and supervisory work within Animal Care Services (ACS) in the care and use of laboratory research animals. The Animal Care Technician III provides high quality support and supervision in daily laboratory animal care, maintenance and technical procedures for animals involved in approved research testing and teaching protocols. This animal care is performed in accordance with guidelines from the Canadian Council on Animal Care (CCAC), policies from the Memorial University Animal Care Committee, and the institutional standard operating procedures (SOPs). The Animal Care Technician III has superior leadership, technical, surgical, and animal care skills in order to provide oversight and direction to technical staff. Work is performed under the general supervision of the Operations Manager, and is reviewed through observations of results achieved.

Illustrative Examples of Work

The following illustrative tasks indicate the level of skill required and the extent of responsibility involved in this position. This does not limit the position duties and skills to the tasks indicated.

- Supervises and coordinates the work of animal technical staff in an animal care facility or facilities at Memorial University
- Possesses a strong understanding of CCAC best practices in premium animal care and use programs, and the importance of application of institutional guidelines on research support
- Leads and assists in training of animal technicians
- Organizes appropriate training and facility orientation tours for new research and animal facility staff
- Ensures weekly animal inventories and census summaries are maintained
- Ensures reports and records in animal care and experimental and surgical procedures are accurate
- Participates in project-specific work as requested by researchers and ACS
- Identifies and assists with revisions to standard operating procedures (SOPs)
- Provides support to the health monitoring program as directed by Clinical Veterinarian or supervisory staff, and assists or directs ACS technicians with sample collection
- Provides appropriate training and support for animal breeding programs, and ensures documentation of these programs is maintained by animal technicians and research staff
- Ensures correct transportation and shipments of animals to and from the animal facility of facilities
- Ensures printed instructions are provided for weekly, weekend and holiday work schedules
- Ensures proper cleaning, inventories, organization and scheduling of surgical , procedure and post mortem suites
- Assists in surgery or performs routine surgical procedures under the direction of the clinical veterinarian
- Ensures the animal rooms are properly disinfected and maintained
- Participates in the health and safety procedures and practices
- Performs Animal Technician II duties as required
- Performs other related duties as required

Requirements of Work

Graduation from an accredited post secondary institution with a diploma from a 2-year animal health or veterinary technology program, with maintenance of registered status; CALAS RLAT status; experience (4+ years) in the care of a wide variety of laboratory animals and in the performance of technical procedures in a CCAC approved laboratory animal science environment; minimum 2 years of successful supervisory experience, laboratory animal surgery and breeding program management, or any equivalent combination of experience and training, which provides the following knowledge, abilities and skills:

- Proven knowledge of the physiology, handling, restraint, behavior, breeding and surgical techniques of a variety of laboratory animals
- Demonstrated leadership and organizational abilities, and ability to work independently, take initiative, and follow through on work assignments and duties
- Ability to lead a team, work efficiently under pressure, foster a collaborative environment and use good judgment if difficult situations occur
- Ability to work with small animals, farm animals and aquatics, and associated housing environments; experience with marine mammals an asset
- Excellent English language verbal and written communication skills to effectively interact with ACS staff, researchers and laboratory personnel
- Strong analytical and problem solving skills coupled with effective decision making skills
- Ability to create and follow standard operating procedures, apply CCAC standards, regulatory guidelines and Animal Care Committee policies
- Ability to create clear and concise written reports, and to support and mentor these skills in the animal technicians
- Ability to work in a fast paced environment, meet deadlines and adapt to growth and change
- Ability to manage multiple tasks, set appropriate priorities and mentor these skills in the animal technicians
- Ability to create and maintain reports in Microsoft Word and Excel, and write succinct, grammatically correct email communications
- Participate in the university health and safety program
- Ability to lift 40 pounds, work standing up, and lift items above shoulder level
- Ability to work ergonomically at the computer, and ergonomically to perform physical activities such as pushing, pulling, lifting, stooping and bending, with good manual dexterity and vision
- Possession a valid driver's license issued by the Province of Newfoundland and Labrador

ACS is a 365-day per year operation. Technical staff is required to participate in a rotational schedule to cover weekends, statutory holidays and university closure days, e.g. storm disruptions