

Mail: 2519 S. Shields Street 1K-115, Fort Collins, CO 80526
Location: 720B East Vine Drive, Fort Collins, CO 80524
Office: (970) 484-7756 Raptor Help Hotline: (970) 222-0322
www.rmrp.org

Rehabilitation and Research Assistant

OVERVIEW: Since 1987, the Rocky Mountain Raptor Program (RMRP) has served our Northern Colorado community and beyond by providing compassionate, high-quality raptor rescue and rehabilitation. RMRP admits roughly 300 injured, ill, or orphaned raptors each year.

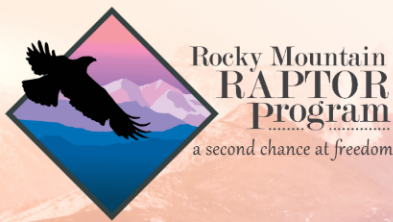
RMRP MISSION & VISION: RMRP inspires the protection and conservation of raptors and the environment through excellence in rehabilitation, education, and research. RMRP envisions a world where humans achieve a harmonious balance with wildlife and the environment.

RMRP CULTURE: RMRP is committed to a culture of philanthropy among our staff and board members. Each person has gifts, strengths, and connections that can advance the organization's mission. Our annual fundraising goal is the most crucial number in the annual budget. Our strategy for achieving that goal involves the combined efforts of every staff member and volunteer. Everyone plays a vital and unique role in helping the organization succeed. We all contribute to and are responsible for its success.

POSITION SUMMARY: The Rehabilitation and Research Assistant oversees the daily operations of the rehabilitation department, providing management, coordination, and oversight across diverse functional areas, while also guiding and facilitating direct patient care. This role ensures the efficiency and effectiveness of the rehabilitation efforts, training programs, data systems, and resource management. This position works with and supervises the Rehabilitation and Research Associates, Interns, and Volunteers. It also involves communicating with the public regarding injured raptors and food donations. This role is best suited for an individual seeking a long-term career in wildlife rehabilitation and who is committed to advancing RMRP's mission.

KEY RESPONSIBILITIES:

- Assists in daily medical oversight of rehabilitation patients, including patient triage, medication administration, bandaging, wound care, routine weight and feather condition checks, and development of treatment plans in coordination with the Rehabilitation Coordinator and Director.
- Assists with rescues, including on-call support for after-hours emergencies.
- Oversees daily husbandry care of rehabilitation patients in coordination with the Associate Staff.
- Trains and supervises Rehabilitation Associates.
- Manages, trains, and supervises Rehabilitation Volunteers and Interns.
- Manages live prey colonies (mice and rats), including breeding, procurement, and health monitoring.
- Manages rehabilitation food supplies, including procurement, organization, and euthanasia of donated live prey.
- Performs raptor necropsies and trains interns on necropsy techniques.
- Assists the team in collecting research data through tissue & blood sampling, as well as additional techniques.
- Manages carcass and biological specimens for research and regulatory compliance.
- Oversees medical and facility supply inventories.
- Manages enclosure disinfection and perch repair. Assists in facility and equipment maintenance.



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- Provides administrative support, including daily patient charting and photographic documentation, research and necropsy data entry, compiling rehabilitation statistics, developing and maintaining volunteer training materials, and assisting with other projects as needed.
 - Assists in the development of rehabilitation content for social media and educational events.
 - Assists in fundraising and donor events.
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REPORTS TO: Rehabilitation & Research Director, Rehabilitation & Research Coordinator, and Executive Director

SCHEDULE: This is a full-time salaried position. Hours must be flexible to meet needs, including early mornings, evenings, weekends, and holidays. After hours, on-call responsibilities are also a part of our 365-day commitment to raptor care.

MINIMUM EDUCATION AND EXPERIENCE:

- Associate degree or equivalent required.
 - Licensed Wildlife Rehabilitator (eligible for transfer to Colorado).
 - 2-3 years of experience in raptor handling, restraint, and medical treatment.
 - 1-2 years of previous leadership and training experience; comfortable mentoring others.
 - Able to thrive in a fast-paced, team-oriented, and sometimes emotionally demanding environment.
 - Physically able to lift up to 40 lbs. to perform cleaning, lifting, and outdoor work in all weather conditions. Capable of climbing ladders and performing basic construction and repair projects.
 - Flexible and reliable, with the ability to work weekends, evenings, holidays, and 12+ hour days.
 - Must have reliable transportation, current tetanus vaccination, and pass a background check.
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COMPENSATION & BENEFITS:

- **Salary:** \$55,000–\$57,000 (full-time, exempt)
 - **Benefits:** 65% employer-paid health coverage, 100% LTD/Life insurance, non-matching 401(k)
 - **Other:** Professional development opportunities are available.
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Please submit your application to Carin Avila, Executive Director, at: Carin@rmrp.org

Include:

- CV
- 2 references
- Cover letter that addresses (at minimum):
 - Why do you want to work at RMRP?
 - Why are you uniquely qualified for this role, and how will your previous experience help you excel?
 - How does this job align with your future goals?

The application will remain open until the best candidate is selected.