

THE CORPORATION OF THE TOWN OF COCHRANE

Job Title: Animal Care Staff

Reports To: Manager, Polar Bear

Habitat Status: Permanent Full-time

Salary: \$21.01 to \$22.88 per hour with benefit package & pension plan

Hours of Work: 40 hours per week, including holidays and

weekends Work Location: Cochrane, Ontario

Position Summary:

The Town of Cochrane is currently accepting applications to join the Animal Care Team at The Polar Bear Habitat (PBH). PBH is the only center in the world dedicated solely to polar bears in human care. Our mission is to provide exceptional care, inspire through engagement and contribute to polar bear conservation projects. Reporting to the Manager of the Polar Bear Habitat, the position is responsible for providing exceptional day-to-day care for our bears, presenting interpretive and educational public presentations and answering questions from visitors.

Summary of Position Responsibilities:

- Provides exceptional husbandry care to the bears.
- Cleans, sanitizes, decorates and enhances bear enclosures and holding areas.
- Observes the bears for any signs of illness or injury and reports to the team leader when necessary.
- Prepares bear diets and presentation/feeding of bears.
- Monitors and records bear behaviour.
- Provides behavioural training to bears using positive reinforcement methods.
- Assists with veterinary care in conjunction with off-site veterinarian.
- Presents educational sessions for guests and schools, both on-site and off-site.
- Provides tours and additional 'experiences' for guests.
- Maintains tools, equipment, supplies, and inventory and provides recommendations when necessary.
- Plays an active role in upholding health and safety practices for both staff and bears.
- Attends appropriate animal care courses as required.
- Participates in conservation and research projects.
- Assists in ensuring the general tidiness and upkeep of The Habitat.
- Other related duties as required.

Qualifications:

Education, Experience, Certification & Licences

- High school diploma
- Degree or diploma in zoological, animal, veterinary sciences would be considered an asset.
- Minimum 1 year experience working in a zoo or other captive animal environment preferred.
- Ability to communicate effectively in English, both verbally and in writing. French language skills are considered an asset.
- Must be capable of meeting the physical demands of the job, including the ability to lift

up to 50lbs, frequent walking, standing, carrying, and pushing, excellent motor skills and the ability to perform heavy manual labour.

- Must be comfortable working outdoors in all weather conditions, including heat, cold, snow and rain.
- Must be able and willing to work shifts on weekends and holidays and be prepared to be called in on short notice.
- Must possess a demonstrated interest in and desire to work with and learn the proper care of animals in captivity and to make the public aware of conservation initiatives.
- Must be able to produce brief and accurate reports using Microsoft Office computer programs.
- Must be able to make independent decisions when handling situations involving animal care and/or public emergencies when necessary.
- Experience in behavioural or wildlife research is an asset.
- Experience in handling firearms and firearm safety or a willingness to learn.
- Must possess a valid Ontario driver's license or be willing to attain one.
- First Aid and CPR certified or willing to obtain.
- Valid Criminal Records Check or willing to obtain.

Who we are:

Located in Cochrane, Ontario, we are approximately eight hours north of Toronto and only four hours south of the James Bay - home to the Southernmost population of polar bears. With just over 24 acres of natural, sub-arctic terrain and boreal forest, the bears in our care are free to live their lives as they choose.

By focusing our efforts on only polar bears, we can dedicate our resources and knowledge to their individual welfare needs. We do not partake in captive breeding, rather we focus our efforts on increasing welfare standards and participating in conservation projects, which help us to gain a greater understanding of their species.

How to apply

We encourage qualified candidates to email their resume and cover letter to HR@cochraneontario.com on or before March 16th, 2025, at 3:00 PM.

The Town of Cochrane is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. We will accommodate the needs of applicants under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities (AODA). If you need accommodation during the recruitment and selection process, please call (705) 272-4361.

Personal information collected will be used in accordance with the Municipal Freedom of Information and Protection Privacy Act.

We thank all applicants for their interest and advise that only those candidates selected for an interview will be contacted.