



11 March 2020

Animal Caregiver Job Description & Particulars

Introduction & Background

Eden is an Irish farmed animal sanctuary that is home to almost 200 animals. All of them have been rescued from being used as food and slaughtered. Most of them have lived in situations of abuse, neglect, abandonment or exploitation. The ideal candidate for the post of Animal Caregiver is someone who can prioritise the needs of our rescued animal family, and work to ensure they have everything they need to thrive and be well and happy.

Eden was the first vegan sanctuary to open in Ireland in 2008. It is run by its Founder and Director, Sandra Higgins with help of Sanctuary Assistants/Animal Caregivers.

The wellbeing and rights of the animals living at our sanctuary are of paramount importance at Eden and the task of our staff is to ensure that every individual one of them has the best possible quality of life, every day, while they are with us.

The position of Animal Caregiver is demanding both physically and psychologically. It requires hard outdoor work in all weathers to meet the daily needs of the animals for food, water and a clean home. Candidates must be able to lift heavy loads and work efficiently, at a fast pace to complete the daily workload. You are required to work according to a detailed schedule that will be explained during your induction phase. The role also requires flexibility in meeting the needs of the sanctuary animals.

Because they have been selectively bred for the food industry, illness and death are frequent. The role of the Animal Caregiver is to ensure that they are well cared for during their short lives and to be observant enough to spot illness or injury at the earliest possible stage. Caregivers need to be able to follow instructions on caring for anyone who is ill, administer medication and help make the animals as comfortable and peaceful as possible while they are ill or dying.

This position offers the privilege of working with and getting to know the individual personalities of the

animals and their histories, and to be a part of the team effort to give them a safe home and to raise awareness of vegan sanctuary work in Ireland and internationally. It offers the chance to ensure that rescued animals have the facilities and care necessary to give them the best possible standard of living, and to assist in the development of Eden as a home of excellence for rescued farmed animals.

I value workers who can work hard, reliably, and responsibly on the tasks that make life worth living for the animals at Eden.

Staff members must have excellent English to work at Eden because of the need for clear communication for the safety of the animals.

The Working Day

Eden is home to cows, pigs, sheep, goats, chickens, turkeys, ducks, geese, a peacock, cats and some wild animals. We aim to meet all their needs on a daily basis, 365 days of the year.

Flexible working hours are desirable due to the nature of life at a sanctuary. You are required to work a minimum of 35 hours per week, but you may be asked to work more than this if necessary.

The animals live by the light and this dictates much of our working day. In general, we aim to be on the sanctuary at 8.

In winter the farmed animals retire at about 4.30 pm and as it is dark much of the outdoor work ceases at this time except for caring for the sanctuary cats. In Summer our day ends when the animals have gone to bed, sometimes as late as 10.00 or 11.00pm. Therefore, flexibility in working hours is very desirable. You will also be required to work public and bank holidays.

Many of the animals at Eden have special needs such as blindness and lameness and many are traumatised when they arrive and for long periods afterwards. As a result they require additional specialist care.

Most of the duties of Animal Caregiver consist of animal care and cleaning work. Please note that work takes place outdoors in all weathers.

An induction period will enable the new appointee to become familiar with our routine.

We value people with the following characteristics:

- Dedication to the care of our sanctuary animals and the ability to prioritise their needs and work hard to ensure they are cared for
- Energetic and able to complete heavy manual labour at a fast pace
- Ability to follow direction exactly
- Ability to both as part of a team and to work independently
- Ability to complete tasks in a timely manner
- Ability to be flexible with respect to daily chores as our work is dictated by the animals' needs

- Ability to be flexible with respect to work hours and to adjust as emergencies arise
- Ability to remain calm when dealing with trauma, illness and injury, including death, in sanctuary animals
- Reliable, honest, dependable, punctual, responsible
- Respectful of our agreement on the confidential nature of our work
- Respectful of other animals' rights and of the ethos of a vegan sanctuary
- Support and show allegiance to Eden as your employer and Go Vegan World

If you have a problem at Eden, I ask that you first speak directly to me, the Sanctuary Director to see how it can best be resolved. In taking up a position at Eden, you contract to put the needs of the sanctuary animals first and foremost at all times; to refrain from acting in a manner that puts their wellbeing at risk; and to work to resolve all issues so that continuity and excellence of care is maintained at all times.

It is desirable that you can complete most of the following duties. Training will be offered to suitable candidates:

Duties:

Animal Care

- Give fresh food and water usually three times daily
- Clean animals' houses daily
- Fresh bedding is given daily, with extra in winter
- Daily health check of all animals
- You must have the ability to identify symptoms of illness or injury in animals or the capacity to learn
- Immediate reporting any evidence of illness to the Sanctuary Director
- Checking several times every day to ensure that the animals are safe and well
- Assisting with routine checks and health prevention duties (e.g. parasite control)
- Parasite control within houses
- Assistance in moving the animals (from field to field)
- Stocktaking sanctuary supplies of food, bedding, medicine etc
- Carrying items such as bags of food, wood shavings, hay, straw and water to animals' areas
- Transport of animals for veterinary treatment
- Medical care as prescribed by the resident's vet: the ability to follow veterinary instructions exactly, administer medicines, individual, intensive medical care, wound care, etc.

- Care of special needs animals
- Providing company to any resident who is ill or alone (e.g. during initial quarantine period)
- Assisting with animal rescue (preparing habitat and houses for new animals, planning, transport etc)
- Record keeping
- Daily reporting of issues to sanctuary director

Sanctuary Maintenance

- The sanctuary must be kept in a state of excellent repair
- Weekly cleaning of sanctuary grounds including animals' fridge/feeders, drinking troughs etc
- Immediate reporting of any issue that needs to be attended to with respect to animals' housing, perches, ramps, shelters, ponds, and fencing

Other tasks

- It is desirable that you support the associated work of Eden such as our vegan education programmes and Go Vegan World
- A lot of our work is highly confidential. You are required to adhere strictly to our rules on confidentiality and to sign a confidentiality agreement.

Sandra Higgins

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For and on behalf of Eden Farmed Animal Sanctuary CLG