

Essential Capabilities of Volunteers and Interns

Revised 8/24/2022

Black Beauty Ranch

There are several animal care needs within Black Beauty Ranch (BBR) that are typically filled by volunteers or interns. To safely and effectively serve as a volunteer or intern at BBR, you need to possess the following physical, mental and emotional capacities. Your signature on this form indicates you believe you possess these basic capabilities, with your written acknowledgement of any limitations. Please note: some accommodations can be made and will be taken into consideration relative to role placement.

Essential Physical Capabilities

- Quick reflexes and ability to use both hands simultaneously (example: open cage door while handling animal).
- High level of manual dexterity to prepare diets, handle small tools, halter horses, and to properly groom animals.
- Ability to walk unaided on unpaved, uneven, rugged and sometimes muddy and slippery pastures, paddocks, concrete floorings, and roads.
- Ability to bend and squat in order to pick up containers or small tools for grooming, groom lower body parts directly, clean, muck, rake, pull weeds, or maintain equipment.
- Ability to stand and/or walk for significant periods of time.
- Average vision (with or without correction) to move safely around the building, to be able to observe animal body language without difficulty, and to be able to read notes on animals' paperwork.
- Average sense of smell and touch in order to assess body condition of animals, and to note signs of illness or injury.
- Ability to respond to staff while on ranch via radios and possibly cell phones.
- Ability to speak and effectively communicate in English verbally as well as in written form.
- Must not have strong allergies to animals, plants or to chemicals used for cleaning that can't be managed by medication.
- Ability to cope with a loud environment due to animal noises.
- Ability to judge an animal's reaction.
- Ability to deal with unpleasant odors.
- Ability to operate blender and microwave for putting together animal enrichment and treatments; ability to retrieve items from standard upright model refrigerator/freezer.
- Ability to wash dishes and feed buckets and put items away in cabinets and drawers from ground level up to eight feet in height on top shelf with use of step stool as needed.
- No known concerns about tolerating exposure to zoonotic diseases such as ringworm.

Essential Mental Capabilities

- Ability to understand, remember and follow instructions and procedures.
- High level reading, writing, spelling and communication skills (example: understand words such as quarantine and other common industry-related terms), and a mastery of the English language.
- Possess problem-solving capability.
- Ability to be aware of potentially dangerous situations when working with or near the animals; ability to remain calm with animals who are upset, behave sensitively and confidently, show good judgment and act appropriately in these situations.
- Once trained, must be able to work with minimal supervision, yet must recognize limitations in knowledge and abilities, and ask for help when needed.
- Ability to work independently for long periods of time, as well as work within a team atmosphere with other volunteers or staff.

Essential Emotional Capabilities

- Ability to control the urge to play with/pet the wildlife.
- Ability to cope with unexpected animal behavior without assistance.
- Ability to cope with the presence of injured or abused animals in need.
- Ability to cope with the preparation of meat-based diets for some of the animals in our care.
- In the case of traumatic injuries, having the ability to cope with euthanasia as the final decision.
- Ability to understand The Humane Society of the United States’ (HSUS) policies and positions, as well those of BBR, regarding key animal welfare issues and an ability and willingness to appropriately and accurately represent those policies when interacting with the public or otherwise representing the HSUS.

Please indicate any reasonable accommodation(s) you may need in order to meet the essential capabilities of your volunteer or intern position at the Humane Society of the United States:

Applicant: Printed Name

Signature

Date