AUBURN
Human Resources

Tech III, Lab Animal Care

Job Description

JOB INFORMATION

Job Code	ID06C
Job Description Title	Tech III, Lab Animal Care
Pay Grade	VT04
Range Minimum	$35,490
33rd %	$40,220
Range Midpoint	$42,590
67th %	$44,960
Range Maximum	$49,690
Exemption Status	Non-Exempt
Approved Date:	1/31/2025 5:38:56 PM

JOB FAMILY AND FUNCTION

Job Family:	Veterinary & Animal Care
Job Function:	Animal Care

JOB SUMMARY

Oversees the daily care and welfare of various laboratory animal species across multiple facilities. Ensures their health and well-being by monitoring their condition, administering medications, maintaining clean housing, and assisting with veterinary procedures. Adherence to protocols and effective communication with staff and veterinarians are crucial for success in this role.

RESPONSIBILITIES

- Animal Feeding and Hydration: Ensures all animals are provided with appropriate food and fresh water according to their dietary needs.
- Health Monitoring: Regularly observes animals for signs of illness, injury, or distress and reports any concerns to the veterinary staff.
- Record Keeping: Maintains accurate records of animal health, treatments, and daily care activities.
- Biosecurity: Follows all biosecurity and chemical safety requirements for animal care.
- Sanitation: Cleans and disinfects animal enclosures, cages, and equipment to maintain a hygienic environment. This may include upkeep and maintenance of animal housing areas through sweeping, mopping, and sanitization of walls, floors, tables, and equipment.
- Medication Administration: Administers prescribed medications and treatments as directed by veterinarians.
- Compliance: Ensures adherence to all regulatory guidelines and protocols related to animal care, laboratory procedures, and biosecurity protocols to include wearing correct personal protective equipment (PPE), stocking of PPE, and maintaining footbaths.
- Quality Assurance: Assists with quality assurance and reports mechanical or physical plant issues.
- Support Areas: Performs various duties in animal support areas, including laundry, cleaning and sterilizing equipment, and loading and unloading supply racks.
- Environmental Enrichment: Provides enrichment activities to promote natural behaviors and improve the well-being of the animals.

The responsibilities listed above show the typical duties for jobs in this classification. Actual tasks may differ depending on the department's needs. Other similar duties may be assigned with discretion of the supervisor. Not every duty will apply to every position, and the amount of time spent on each task can change based on department needs.

SUPERVISORY RESPONSIBILITIES

Supervisory Responsibility	May be responsible for training, assisting or assigning tasks to others. May provide input to performance reviews of other employees.

MINIMUM QUALIFICATIONS

To be eligible, an individual must meet all minimum requirements which are representative of the knowledge, skills, and abilities typically expected to be successful in the role. For education and experience, minimum requirements are listed on the top row below. If substitutions are available, they will be listed on subsequent rows and may only to be utilized when the candidate does not meet the minimum requirements.

MINIMUM EDUCATION & EXPERIENCE

Education Level	Focus of Education		Years of Experience	Focus of Experience	
High School Diploma or GED	High School Diploma or equivalent	and	4 years of	Experience in animal care and husbandry practices. Lab animal experience is desired. American Association for Laboratory Animal Science (AALAS), Assistant Laboratory Animal Technician (ALAT), Laboratory Animal Technician (LAT), or Laboratory Animal Technologist (LATG) certifications may be considered in lieu of experience.	Or
Associate's Degree or Vocational Certificate	Animal Science, Veterinary Technology, or related program	and	2 years of	Experience in animal care and husbandry practices. Lab animal experience is desired. American Association for Laboratory Animal Science (AALAS), Assistant Laboratory Animal Technician (ALAT), Laboratory Animal Technician (LAT), or Laboratory Animal Technologist (LATG) certifications may be considered in lieu of experience.	Or
Bachelor's Degree	Animal Science, Veterinary Technology, or related program	and	0 years of		

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

Knowledge of animal behavior and welfare.	
Strong oral and written communication skills.	
Focused and detail-oriented observation skills.	
Passion for humane animal care.	
Ability to follow detailed, simple, routine instructions and procedures with limited supervision.	
Ability to understand and retain the research that is performed on each group of animals.	

MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/ Desired	
DL NUMBER - Driver License, Valid and in State	Valid driver's license required.	Upon Hire	Required	And
	Some positions may require Assistant Laboratory Animal Technician (ALAT)	Upon Hire	Required	Or
	Laboratory Animal Technician (LAT)	Upon Hire	Required	Or

MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/ Desired	
	Laboratory Animal Technologist (LATG)	Upon Hire	Desired	Or
	Some positions may require the ability to obtain AALAS certifications once hired.	Upon Hire	Desired	

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category:	Other

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Standing					X	
Walking					X	
Sitting			X			
Lifting				X		50 lbs
Climbing			X			
Stooping/ Kneeling/ Crouching				X		
Reaching					X	
Talking				X		
Hearing					X	
Repetitive Motions					X	
Eye/Hand/Foot Coordination					X	

WORKING ENVIRONMENT

Working Condition	Never	Rarely	Occasionally	Frequently	Constantly
Extreme cold				X	
Extreme heat				X	
Humidity				X	
Wet				X	
Noise				X	
Hazards				X	
Temperature Change				X	
Atmospheric Conditions				X	
Vibration				X	

Vision Requirements:

Ability to see information in print and/or electronically.

Additional Special Requirements:

This job may be required to work non-traditional hours, including weekends and holidays.