



<b>JOB TITLE</b>	Propagation Specialist		
<b>REPORTS TO</b>	Propagation Manager		
<b>BASED AT (OFFICE LOCATION)</b>	Boise, ID		
<b>REGULAR/TEMPORARY</b>	Regular	<b>FULL/PART TIME</b>	Full-Time Non-Exempt

## MISSION

Conserving Birds of Prey Worldwide

## WORK WITH US

The Peregrine Fund (TPF) protects the earth's 562 species of raptors, partnering with local people on five continents to inspire action and preserve essential habitats. Support comes from donors, corporations, and government grants. We were founded in 1970 to rescue the Peregrine Falcon from extinction by pioneering ways to breed and release them across North America. With that historic success, our mission grew to encompass all raptor species worldwide.

Currently, The Peregrine Fund works to:

- Restore critically endangered species
- Research little-known species
- Train and support students
- Engage all ages with environmental education
- Conserve habitat

Our employee benefits program plays a vital role in demonstrating our commitment to our employees. We are pleased to offer eligible employees a benefits program that is comprehensive and among the best among our peer institutions, including a 403(b) retirement program as well as health, dental, vision, life and long-term disability insurance.

The Peregrine Fund is an Equal Opportunity Employer. We ensure all qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, sexual orientation, gender identity, national origin, disability, or veteran status.

The successful applicant will be required to complete a background screening before final offer of employment is made.

## POSITION SUMMARY

The Propagation Specialist will work within the raptor propagation team to create a healthy environment for current and potential breeding populations of various raptor species. They will also facilitate the use of known propagation and artificial incubation techniques in order to meet conservation goals.

## ESSENTIAL FUNCTIONS

The Propagation Specialist will perform daily duties including all animal husbandry and care, feeding, facility maintenance, data collection, record keeping and other responsibilities as assigned.

## RESPONSIBILITIES AND SCOPE

*Animal Care*

- Maintain and establish captive breeding pairs of various species of raptors
- Maintain a captive environment conducive to successful propagation of a variety of birds of prey including hawks, falcons and condors
- Manipulate captive nesting opportunities for a variety of raptors
- Perform all duties associated with artificial incubation of raptor eggs
- Manipulate and track eggs, incubation protocols, and procedures
- Hatch and raise raptor chicks for release in a captive natural and/or laboratory setting
- Monitor and document chick health, development, and behavior
- Assist with the administration of vaccines and medication for the captive population
- Trap, capture, and restrain small and large raptors species in a manner that is safe for both birds and team members
- Assist with immediate medical care as necessary
- Band raptors as per protocols
- Transport raptors to and from various captive and field sites as needed
- Assist with regular health checks and maintenance of beaks and talons
- Feed prescribed diet as per schedule and protocol
- Observe closely, document, and monitor raptors for general health and behavior; and report any abnormal behavior
- Regular off-site pickup of donated large carcass items for condor facility
- Provide daily care and maintenance for Condor Cliffs Display at the Interpretive Center
- Interact and cooperate with other team members and volunteers to accomplish large projects and maintain facilities and property
- Provide daily care and maintenance of small goat herd on property

#### *Facilities*

- Clean holding pens, breeding chambers, buildings, and public display areas as per protocol and schedule
- Maintain propagation areas including 4 condor barns, 3 falcon barns, food production facility, goat enclosure, and condor display
- Weekly disinfection of all labs and high traffic areas following safe handling instructions for chemical use
- Understand and follow existing biosecurity protocols
- Daily visual inspection of all pens, chambers, buildings, and display for health and safety concerns
- Assist with the annual setup and breakdown of all incubation and chick rearing labs
- Maintain freezers, refrigerators, and feed in appropriate manner for optimal nutrition and health of captive population
- Conduct specified pest control activities as they relate to health of captive populations
- Repair any structural or mechanical defects that would endanger the birds or viewing public
- Clean, store, and maintain all tools, capture equipment, inventory, vehicles and food to ensure availability of items and maintain hygienic conditions
- Perform regular maintenance and repair of enclosures, exhibit and buildings, such as repairing fences, preventing erosion, removing weeds/brush, treating septic systems, and changing air filters; stock necessary supplies to perform tasks
- Maintain and service transportation, generators, and emergency equipment monthly
- Annual fire preventative measures including grass and brush reduction on entire property including individual housing
- Modify chamber designs as needed
- Coordinate with resident team members for 24/7 coverage of property for security, fire, and other emergencies
- Maintain security of all areas (i.e. gates, doors, locks, latches)

- Be familiar with the operation of fire alarm system and fire suppression systems including sprinkler systems
- General upkeep and regular maintenance of provided housing and associated property if provided
- As necessary, clean related or adjacent areas of chambers, buildings, exhibit and dumpsters

#### *Record Keeping/Data Collection/ Other*

- Adhere to the existing bio-security protocols and update the Propagation Manager as new information and concerns arise
- Prepare and update all related records, reports, daily logs and surveys, and assist in data collection (and/or research projects) to ensure thorough documentation/accountability and enhance knowledge of birds of prey
- Interact with the media, volunteers, employees, researchers, and the public through tours and presentations and other opportunities to provide education about raptors in natural and captive environments and captive propagation
- Work with volunteers as needed
- Other duties as assigned

### **MINIMUM QUALIFICATIONS**

- Bachelor of Science degree or equivalent experience in related field
- Experience and/or education in aviculture, artificial incubation, avian neonate care, and general animal husbandry is required
- Professional experience in the care, feeding and handling of wild animals
- Knowledge of safety practices when working with wild animals and techniques for capture and restraint of small and large raptors
- Self-motivated and willing to assume responsibility of assigned projects
- Able to lift and manipulate up to 70 pounds without assistance
- Effectively communicate with volunteers, co-workers and supervisors
- Must have a valid driver's license

### **PREFERRED QUALIFICATIONS**

- Experience working with California condors, Andean condors, or other social species is preferred
- Experience working with raptors preferred
- Understanding of grassland fire behavior, management and prevention preferred

### **WORKING CONDITIONS**

The Propagation Specialist will have frequent exposure to and close contact with large raptors and domestic ungulates. They will be required to move heavy objects when needed. The work is in uneven terrain with exposure to varying and extreme weather conditions. Exposure to dust, allergens and hazardous materials is common. Work is often performed in confined cramped spaces and from elevated positions.

### **COMPENSATION**

- Hourly wage: \$24.03

### **TIMELINE**

- Estimated Start Date: September or October 2025

### **TO APPLY**

- Send via email a single file attachment (PDF preferred) including a cover letter, resume, and contact information for 3 references to: [employment@peregrinefund.org](mailto:employment@peregrinefund.org). Please name the file "LastName\_FirstName\_Propagation Specialist" and include the job title you are applying for in the subject line.