



Position Qualification for Mass Care Services
Animal Emergency Response

ANIMAL CARE AND HANDLING SPECIALIST

RESOURCE CATEGORY	Animal Emergency Response
RESOURCE KIND	Personnel
OVERALL FUNCTION	The Animal Care and Handling Specialist provides proper care and handling of animals in one or more of the following competency areas: <ol style="list-style-type: none"> 1. Companion animals, including pets, service animals, and assistance animals 2. Livestock, including food or fiber animals and domesticated equine species 3. Wildlife animals, captive wildlife, and zoo animals 4. Laboratory animals
COMPOSITION AND ORDERING SPECIFICATIONS	<ol style="list-style-type: none"> 1. This position can be ordered as a single resource or in conjunction with a NIMS typed team (such as an Animal Evacuation, Transport, and Re-Entry Team or an Animal Sheltering Team). 2. Discuss logistics for deploying this position, such as working conditions, length of deployment, security, lodging, transportation, and meals, prior to deployment 3. Requestor specifies competency areas necessary based on the animal population handled 4. For a Type 1 position, requestor specifies advanced specialty skill set(s) necessary

Each type of resource builds on the qualifications of the type below it. For example, Type 1 qualifications include the qualifications in Type 2, plus an increase in capability. Type 1 is the highest qualification level.

COMPONENT	TYPE 1	TYPE 2	NOTES
DESCRIPTION	Same as Type 2, PLUS: The Animal Care and Handling Specialist is capable of safe and humane handling of fractious, dangerous, or difficult-to-handle animals. These animals typically exhibit body language and behaviors consistent with fear, extreme submission, aggression, or attack directed at people or other animals. These animals may attempt to escape or resist capture or handling. In addition, uncastrated male livestock (including stallions, bulls, rams, and boars) may present a much-elevated level of handling hazard. Certain species of animals, such as non-human primates, big cats, and bears, are inherently dangerous and require specialized handling skills.	The Animal Care and Handling Specialist: <ol style="list-style-type: none"> 1. Assesses basic animal behavior 2. Provides daily animal care and containment 3. Ensures appropriate animal sanitation and biosecurity protocols are upheld 4. Contributes to animal census 	Not Specified
EDUCATION	Not Specified	Not Specified	Not Specified



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COMPONENT	TYPE 1	TYPE 2	NOTES
TRAINING	Same as Type 2	Completion of the following: 1. IS-100: Introduction to the Incident Command System, ICS-100 2. IS-200: Basic Incident Command System for Initial Response, ICS-200 3. IS-700: National Incident Management System, An Introduction 4. IS-800: National Response Framework, An Introduction	Not Specified
EXPERIENCE	Same as Type 2, PLUS: Has a minimum of one year of regular, ongoing experience, with demonstrated ability to work with fractious, dangerous, or difficult-to-handle animals; required skills include: 1. Behavioral assessment 2. Capture and containment 3. Basic daily care 4. Restraint for procedures 5. Safe and humane handling	Routinely demonstrates the ability to work with non-fractious animals; required skills include: 1. Behavioral assessment 2. Capture and containment 3. Basic daily care 4. Restraint for procedures 5. Safe and humane handling	Specific relevant experience could include current and prior demonstrated competency as an Animal Control/Humane Officer, Veterinary Assistant, laboratory animal technician, zookeeper, or handler of dangerous animals at a livestock breeding facility.
PHYSICAL/MEDICAL FITNESS	Same as Type 2	1. Arduous 2. Is able to work while wearing appropriate Personal Protective Equipment (PPE) 3. Keeps immunizations up to date and commensurate with mission	1. PPE is mission specific and may vary by working environment; it includes protective footwear, protective clothing for skin exposure, eye and ear protection, respirators, gloves, and masks 2. NIMS Guideline for the National Qualification System (NQS) defines Physical/Medical Fitness levels for NIMS positions.
CURRENCY	Routinely performs animal care and handling duties with fractious, dangerous, or difficult-to-handle animals in a congregate animal housing facility related to the species listed; or service commensurate with the mission	Routinely performs animal care and handling duties in a congregate animal housing facility related to the species listed; or service commensurate with the mission	Not Specified
PROFESSIONAL AND TECHNICAL LICENSES AND CERTIFICATIONS	Not Specified	Not Specified	Not Specified



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NOTES

Nationally typed resources represent the minimum criteria for the associated component and capability.

REFERENCES

1. FEMA, NIMS 508: Animal Transport Team – Companion Animal
2. FEMA, NIMS 508: Animal Transport Team – Livestock
3. FEMA, NIMS 508: Animal Sheltering Team – Cohabitated Shelter
4. FEMA, NIMS 508: Animal Sheltering Team – Collocated Shelter
5. FEMA, NIMS 508: Animal Sheltering Team – Animal-Only Shelter
6. FEMA, NIMS 508: Animal Evacuation and Re-entry Team
7. FEMA, NIMS 508: Animal Search and Rescue Team
8. FEMA, NIMS 509: Animal Control/Humane Officer
9. FEMA, NIMS 509: Veterinary Assistant
10. FEMA, National Incident Management System (NIMS), October 2017
11. FEMA, NIMS Guideline for the National Qualification System, November 2017
12. FEMA, National Response Framework, June 2016