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# DUCK CARETAKER: PART-TIME POSITION/SALARY

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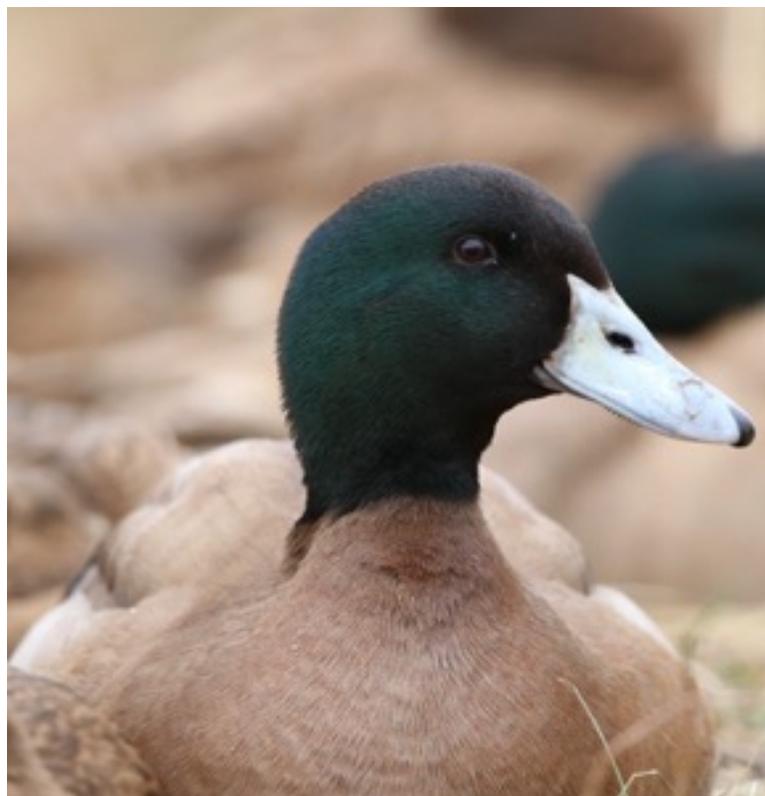
Sanctuary at SHO seeks a part-time **Duck Caretaker** to assist with the day-to-day care and maintenance of our 100-plus flock of Khaki Campbell ducks.

**About Sanctuary at SHO:** Sanctuary at SHO is a duck and wildlife sanctuary creating food systems that model a non-exploitive relationship with animals. Sanctuary at SHO is a 501(c)(3) headquartered at SHO Farm, a 1300 acre permaculture forest farm located in the Green Mountains of Vermont. Our work is grounded in a “no kill” ethic, guided by permaculture design, and intended to model a life-positive way of stewarding large working landscapes in partnership with wildlife and our duck flock. In August 2016, we rescued over 100 ducklings from going to slaughter after being used by a rice grower for weed and insect control, and fertilization. But...we are not a duck farm.

**Our mixed-sex flock of Khaki Campbells enjoying a gorgeous fall day of foraging, swimming, and sleeping in the orchard.**

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We are a working farm with duck partners and friends who contribute to the health of our soil and food system, and whom we've committed to care for with respect, compassion and love for the duration of their lives. By day, the majority of the flock enjoys outdoor time scattered about our food system foraging, swimming, and sleeping. By night, the flock is safely tucked in the predator-proof Energy Barn. We do not breed our ducks. In addition to providing our flock with a loving home, we are interested in researching and modeling how to integrate domestic animals into a working farm as farm partners instead of commodities in a human food chain. We hope to inspire other land stewards and farmers to partner with wildlife and domestic animals in a no-kill, non-exploitive, respectful and compassionate way.



**Khaki Campbell drakes (males) exhibit the beautiful green heads of their Mallard ancestors (except when they're molting). They are also known around the sanctuary for their sense of humor!**

#### **To Learn More About Us, Please Visit:**

- [sanctuaryatsho.org](http://sanctuaryatsho.org)
- [earthasset.com](http://earthasset.com)
- Facebook page for SHO Farm - under Melissa Hoffman, Member of SHO Farm, LLC - <https://www.facebook.com/tealfarm.vermont>

#### **Responsibilities & Duties:**

- Ensure safety, health and well-being of ducks at all times
- Clean indoor and outdoor facilities
- Feed/water ducks that are kept inside barn and allowed outside for the day
- Move ducks in and out of barn
- Maintenance and repair of indoor and outdoor facilities as needed
- Assist with straw/hay storage
- Assist with farm errands, including vet trips
- Assist with medicating ducks as needed
- Assist with basic animal care procedures (nail clipping, leg banding, wound treating, etc.)
- Assist with outdoor electric fence infrastructure installation, repair, maintenance, rotation

- Assist in keeping food and supplies inventory
- Monitor ducks for health and injuries
- Observe, record and discuss animal observations
- Egg management (collection, clean, store, data entry)
- Inspect predator controls
- Secure barn at end of day
- Other tasks and duties as needed

**Qualifications:**

- Commitment to a farm/animal caretaking lifestyle (long, irregular hours, physically demanding, emotionally challenging at times)
- Patient with animals
- Compassionate toward animals
- Strong work ethic
- Excellent attention to detail
- Quick learner
- Ability to work in harsh/all weather conditions (extreme cold and hot/humid conditions)
- Ability to perform strenuous physical labor and lifting, excellent stamina, no medical issues or limitations (must be able to lift a minimum of 50 lbs)
- Ability to complete detailed tasks as assigned and within required timeframe
- Ability to work independently, as well as in a team
- Strong animal behavior observation skills
- Ability to multi-task
- Thrive in a dynamic, ever-changing environment
- Responsive to spontaneous needs
- High level of initiative and a desire to excel
- Excellent organizational skills
- Clean, orderly
- Ability to think on the fly, not operate purely by rote
- Keen observation skills
- Clear, respectful communicator
- Professional in comportment and appearance
- Reliable and dependable
- Truthworthy & honest
- Commitment to Sanctuary at SHO’s mission and goals



Sanctuary founder, Shawn Smith, doing a regular health check.

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Shawn caring for a sick female-warm baths and TLC.

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**Benefits:**

- Opportunity to contribute to the advancement of compassionate, no-kill farming
- Opportunity to gain valuable experience about farming with ducks
- Opportunity to learn about “wild farming” practices
- Opportunity to learn about land stewardship, especially large working landscapes
- Opportunity to learn about land conservation, particularly of large working landscapes
- Enjoy a beautiful, inspiring work environment
- Enjoy collaborating with like-minded and committed land stewards, animal activists



Khaki Campbells are excellent foragers. A little rain goes a long way in saturating the ground, creating small, dispersed "mud baths" throughout their yard which is set within our 10 year old perennial food system.

**COMPENSATION & SPECIFICATIONS:**

- **This is a part-time agricultural position. Salary between \$10 - \$15/hr.**
- Position available immediately, with preference given to candidates able to commit to a minimum of 4 hrs/day, 3 days/week
- A work week is Monday through Sunday, days and hours will be set upon hire



**APPLICATION:**

Candidates should send a letter of inquiry, resume, and three letters of recommendation and/or names and addresses of at least three references to [shawn@earthasset.com](mailto:shawn@earthasset.com).

Also, please include answers to the following questions as part of your letter of inquiry:

- 1) Why are you interested in working at our duck sanctuary?
- 2) What do you want to get out of this experience?
- 3) Do you have any medical conditions or physical limitations that could interfere with the performance of the job?
- 4) Do you have transportation? We live in a remote location (35 min from Burlington, VT, (hospital, shops, restaurants), 15 min from Richmond, VT (mid-size grocery store), 5 min from Huntington Village (small general store), and 1 mile from a local, seasonal farm stand.

**Sanctuary at SHO | SHO Farm working style and environment:**

Our “do no harm” philosophy means we respect all life, and do not support or allow the intentional killing of any animals. Employees and guests shall follow these guidelines while on the farm:

- Quiet and respectful presence
- Clean, orderly, pick up after oneself
- No pets allowed as a general rule, small indoor pets may be considered on a case-by-case basis
- No strong chemicals/perfumes allowed while on farm premises
- Maintain professional decorum with guests
- Smoke and drug-free campus
- Meals - no animal products are allowed on farm premises; excess eggs from our laying females may be consumed, but that is the only animal product allowed for consumption on the farm



Sanctuary at SHO is headquartered at SHO Farm, a 1300 acre duck and wildlife sanctuary, and permaculture forest farm in Huntington, Vermont. We abut Camels Hump State Park, a 20,000-plus acre undeveloped area.



Sanctuary at SHO duck & wildlife sanctuary demands 100% diligence to keep the ducks safe from predators.