



Animal Care Technician

Animal Care Technicians (veterinary/aquatic) provide husbandry, health care and surveillance and research support for laboratory animals, in keeping with regulatory requirements. They provide care for a variety of terrestrial and aquatic species involved in various research studies. Animal care technicians may clean animal housing units, empty waste matter, fill cages with fresh bedding, groom animals and prepare and feed animals according to established policies and procedures and/or individual research protocols. The focus of their work is to provide clinical expertise such as pre and postoperative care, administer medication orally or topically, or prepare samples for laboratory examination under the supervision of veterinarians or scientists. Obtaining and testing laboratory samples, providing surgical and anaesthesia support, sourcing and ordering animals, and controlling and administering drugs are also done under the direction of a veterinarian. Innovative technologies in a research lab may create a unique skill set such as “Transgenic Technologist”, a highly specialized skill to produce modified embryonic stem cells and embryos.

Learn more about the role of an Animal Care Technician by downloading the full skills profile for free at www.biotalent.ca/profiles.



Animal Care Technician



BioTalent Canada's Bio-economy Skills Profiles

Biotechnology's fusion of science and business creates unique requirements for jobs in the sector. Candidates often need skills suited both to the lab and the boardroom. As a result, occupational descriptions from other sources or sectors don't always fit the bio-economy exactly. That's why, in partnership with industry stakeholders, BioTalent Canada has developed skills profiles specific to the bio-economy—a project that will continue with the ongoing addition of other functions over time.

Each profile includes a definition of the occupation, a list of competencies and associated tasks, a summary situational analysis, language benchmarks, and essential skills.

Who can use these profiles?

Easy to use and interpret, our *Bio-economy Skills Profiles* were created to meet the needs of a wide range of audiences.

Here's how you might use them if you're an:

Employer: Develop job descriptions, performance evaluation criteria, professional development programs, succession plans, team building initiatives and recruitment plans.

Job seeker: Identify your professional development needs, tailor your résumé for a specific position, prepare for interviews and interpret job descriptions.

Educator: Build industry-oriented curricula to help produce job-ready graduates.

Student: Grow your understanding of employers' expectations and choose the right educational programs to equip yourself with the skills for success.

Validated by industry

BioTalent Canada created its *Bio-economy Skills Profiles* in consultation with industry to accurately capture the needs of biotechnology companies and produce truly practical, relevant resources. These profiles summarize the high-level skills required for each occupational profile and itemize in detail the common

tasks associated with each function. Because the profiles are comprehensive, not every skill may be required for a single position: instead, the profiles present the full sets of skills that could be expected of a person in a given role within companies at various stages of development.

Information you can trust

BioTalent Canada is the country's source for reliable, objective and accurate information on skills development and human resources in the bio-economy. Our aim as Canada's biotechnology sector council is to deliver the human resources tools, information and skills development resources industry needs to ensure an adequate supply of job-ready people.

Understanding the bio-economy

Canada's bio-economy is engaged in the research, development, commercialization and manufacturing of biotechnology products. The bio-economy is constantly expanding as new technologies and techniques are applied to an ever-broader range of industries and sectors including:

| | |
|----------------|-------------------------|
| Agriculture | Genomics |
| Aquaculture | Human and Animal Health |
| Bioenergy | Industrial |
| Bioinformatics | Life Sciences |
| Bioproducts | Medical Devices |



| | |
|-----------------|-------------------|
| Biosciences | Nanotechnology |
| Environment | Natural Resources |
| Food Processing | Nutraceuticals |
| Forestry | Pharmaceuticals |

Bio-economy Competency Profile Checklist

Animal Care Technicians draw on strong practical experience to support veterinarians in surgical and medical interventions—backed by a diploma, college certificate or bachelor's degree as well as relevant accreditation, for example as a Registered Veterinary Technician.

Building on these, an **Animal Care Technician** must be able to:

A. Provide animal care and husbandry

- 1. Maintain animal quarters (animals, fish, eggs, reptiles, etc.)
- 2. Feed animals
- 3. Groom animals as appropriate
- 4. Provide enrichment
- 5. Observe animal behaviours/health



B. Support research efforts

- 1. Order animals
- 2. Receive animals
- 3. Ship animals
- 4. Provide technical services
- 5. Provide training and/or education

C. Organize sampling activities

- 1. Collect samples
- 2. Preserve sample integrity
- 3. Store samples
- 4. Dispose of samples

D. Complete routine biological sample analysis

- 1. Prepare for analysis
- 2. Analyze samples
- 3. Determine results

E. Perform administrative duties

- 1. Report test results
- 2. Create required records
- 3. Maintain husbandry supply inventories
- 4. Manage laboratory and test equipment supply inventory
- 5. Maintain a clean and organized work environment

F. Apply consistent work practices

- 1. Comply with established policies, procedures and protocols
- 2. Demonstrate technical skills
- 3. Ensure quality of work practices
- 4. Take appropriate safety measures

G. Demonstrate personal competencies

- 1. Organize work
- 2. Demonstrate attention to detail
- 3. Identify problems/concerns
- 4. Manage data and information
- 5. Adapt to change in work environment
- 6. Build effective working relationships
- 7. Communicate effectively
- 8. Demonstrate persistence
- 9. Embrace continual learning and development



Get started today

Even before you download the full **Animal Care Technician** Skills Profile, get a sense of the information it contains and how you might use it in your work. Attached here is a quick-reference checklist that summarizes the core skills required for the position and the common tasks associated.

**Go to www.biotalent.ca/profiles
and download the complete
Animal Care Technician Skills Profile.**

