



Animal Caregiver- Generalist, Full Time

Location: Heartland Farm Sanctuary – Stoughton, WI

Employment Type: Hourly, Non-Exempt

Reports To: Animal Care Program Manager

At Heartland Farm Sanctuary, our mission is to inspire compassion for animals, the earth, and each other. We fulfill this mission through three core programs: farm animal rescue and care, humane education, and therapy.

How You Will Make a Difference:

As an Animal Caregiver at Heartland you will be responsible for providing high-quality, individualized care to our rescued farm animal residents, ensuring they remain physically and emotionally healthy, safe, and respected throughout their lives. You will also support engagement from other programs with the animal residents rooted in safety and compassion, and be responsible for sharing our mission of inspiring compassion for animals, the earth, and each other.

Your Key Responsibilities:

- Provide daily care and meet both routine and urgent needs of farm animal residents.
- Uphold and model Heartland's standards of care—attending to each animal's physical, medical, behavioral, and environmental needs.
- Learn and apply best practices in farm animal care, including safety protocols, grooming, medication administration, and species-specific behaviors.
- Collaborate with fellow Animal Care staff to observe animal behavior, implement care plans, and problem-solve to support individualized needs.
- Help train new Animal Care staff and support sanctuary-wide learning about animal care.
- Accurately complete care logs, shift notes, and documentation for resident animals.
- Participate in special projects that improve the quality of life and care for our animal residents—such as enrichment initiatives, habitat upgrades, wellness assessments, or program-based collaborations.
- Participate in team meetings and all-staff gatherings to ensure alignment and shared mission.
- Support volunteer engagement and help guide their work with animals on-site.
- Assist with animal transport and general errands as needed.
- While on the job, stay up to date on email communications and actively maintain contact with the Animal Care team to ensure consistency, transparency, and timely updates on resident needs.

Who We Are Looking For:

Preferred Skills & Qualifications include:

- Experience working with animals (especially large or farm animals) is preferred—but more importantly, you're willing to learn, grow, and uphold our care philosophy.

- Experience working with youth is a plus; willingness to support and respect our broader programming that includes young people is essential.
- Calm and effective under pressure, with strong decision-making skills in high-stress or emergency situations.
- Comfortable with physically demanding work, including exposure to extreme weather, messy environments, medical care scenarios, and use of farm equipment.
- Committed to teamwork, communication, and collaboration, with a willingness to problem-solve and support others.
- Reliable transportation to and from the sanctuary in Stoughton, WI.
- Ability to meet the physical demands of the job with or without reasonable accommodations.
- Passion for Heartland's mission and a commitment to compassionate care for all beings.

Why Join Our Team?

At Heartland, we offer:

- **\$18/hour pay starting**
- **Healthcare benefits**
- **Paid holidays & paid time off**
- The chance to build meaningful relationships with rescued animals
- A peaceful, natural setting to recharge and connect
- A team culture rooted in growth, compassion, and shared purpose

We are proud to be an inclusive organization and strongly encourage individuals of every race, gender, background, age, and ability to apply.

Work Environment

Heartland Farm Sanctuary's work includes active farm animal rescue and care, as well as programming for youth and young adults. The primary work of this position takes place outdoors, on a farm, in all weather conditions, year-round. Candidates will need to navigate rough and uneven terrain, work in barns and pastures, and participate in physically demanding tasks while maintaining a safe and compassionate environment for all.