

Employee SPOTLIGHT

Meet Josee Bermingham

Avian and Small Animal CARE Technician, HARI

Why did you choose to work at Hagen?

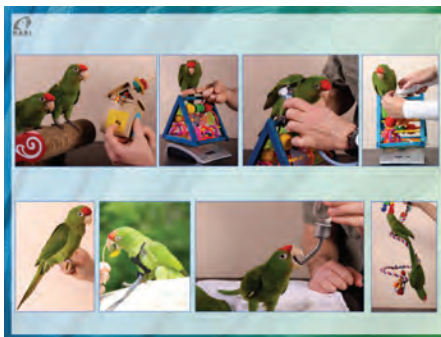
I was inspired to promote all parrot life, whether it be in captivity or their natural habitat, while attending Mark Hagen's parrot research presentation at a Hagen tradeshow in the late 1980s. Mark's contagious passion and determination to breed healthy parrots in captivity while conducting nutritional research that would interlink aviculture, avian medicine and conservation efforts, was the greatest inspiration. Having specialized early on in my work, travels, field experiences and studies in exotic animal species, the Hagen Avicultural Research Institute (HARI) has allowed me to thrive in my field. I explore and collaborate in the advancements for ethical and responsible parrot care by focusing on parrot behaviour, nutrition, aviculture, conservation field biology and avian medicine.

What is your typical workday like?

As the facility manager living intricately close to HARI, a typical day starts very early with feeding of the nursery chicks. With the assistance of other caretakers, chicks are fed throughout the day, evenings until midnight during peak breeding season.

As an animal health technician, the health of the flock is my utmost responsibility. I assess the health of the parrot colony daily, while feeding, misting, and cleaning their aviaries along with our team. No matter how routine daily caretaking duties can be, I have learned to expect the unexpected that will dictate my focus, attention and assistance as

our precious parrots always come first. First aid and medical interventions, incubation monitoring and assisting hatchlings, aviary repairs and providing a safe, hygienic, comfortable, and enriched environment are ethically prioritized. The HARI chicks destined for companion life are raised with the Early Parrot Education program that is the fundamental preparation to a healthy lifestyle. Afternoons are usually reserved for these training sessions.



Supervision of the Tropicana quality control feeding test trials, performing physical exams and data collection are imperative for the longevity research and testimonial of nutritional health for ongoing R&D projects.

Once our feathered flock is taken care of, attention is then focused on customer service and avicultural assistance for the Hagen sales force, global breeders, the retail community, and conservation biologists. Collaboration for product development, marketing, creating educational content for the HARI website and YouTube channel and conference presentations.



I'm privileged to travel internationally as a conference speaker and to participate in trade shows for the intricately intertwined groups of the avian community-pet industry, avicultural breeders, rescues and shelters, technicians, veterinarians, and conservation. A virtual presence is now in vogue due to the pandemic; a lesser footprint to travel has given us the opportunity to share our knowledge, successes, and tribulations globally, while eagerly awaiting the next field biology experience to alleviate the plight of parrot conservation.

How do you spend time outside of work?

I love to escape in nature, hiking, kayaking, and snowshoeing. I'm fascinated with studying ancient civilizations and monoliths.

What is your biggest achievement to date – personal or professional?

The proudest professional achievement would most definitely be the following two events that happened in synchronicity. HARI successfully bred a 3rd generation of



captive-bred amazons that fed on Tropicana exclusively.

Whilst, in the Belizean rainforest, witnessing and playing an active role through the HARI conservation networking collaboration in the successful release of wild scarlet macaws. These macaws had thrived on the Tropicana Hand-Feeding formula while being reared deep in a rainforest nursery to protect them from poaching and predation. A testimonial of the Hagen Tropicana formula

was mentioned at this time in the prestigious Audubon journal.

Your job is associated with pets; do you have any pets at home?

The menagerie is getting smaller now, but my cherished crested geckos and cats still share my family home.

About HARI:

Located near Montreal, Quebec, HARI (Hagen Avicultural Research Institute) is a research institute establishment built in 1985 to promote the welfare of the companion birds. Under the direction of Psittacine Aviculturist, Mark Hagen, the constant study of the captive breeding maintenance of these birds has led to tremendous developments in bird husbandry, nutrition & disease control.

One of the major areas of research carried out at HARI focuses on nutrition. Extensive trials have revealed that Tropicana has greater nutrient density and digestibility than other diets on the market, which result in better plumage, weight balance, lower consumption, greater metabolic water production and therefore lower water intake, lower urination, pleasant smelling feces and excellent palatability.

HARI has fed more than 350 pairs, of over 58 different species of parrots on this extruded granular diet, and Mark Hagen notes that regular health checks have revealed no signs of feather stress bars, kidney disorders, weak bones or any other problems usually associated with nutrition.

To share their experiences, HARI constantly publishes research on topics such as disease control, pair bonding, nutrition and the influence of temperature, humidity and light cycles on breeding.



HARI Global Conservation Efforts

HARI is proud to partner with conservation projects in the wild. We support the work of leading organizations in preserving parrot species and their natural world for future generations.



HARI Avian Education

Teaching Avian Care to Future Veterinary Technologists by providing seminars to Vet nurses, along with the opportunity for internships at the HARI facility.

