

// SAN DIEGO ZOO WILDLIFE ALLIANCE - DIRECTOR OF WILDLIFE CARE

Are you inspired to be a part of an organization committed to protecting wildlife around the globe? San Diego Zoo Wildlife Alliance is a mission-based, non-profit wildlife conservation organization with two world famous front doors where we unite our passion for wildlife, expertise in wildlife care, and conservation science to save species from the brink of extinction. Our commitment is to provide visits to the San Diego Zoo and San Diego Zoo Safari Park as opportunities to learn about and engage with best-in-class conservation work, and how that work is changing outcomes for wildlife everyday.

The Director of Wildlife Care supports San Diego Zoo Global's mission of saving species worldwide. The Director is responsible for leading wildlife care at the highest level, through sustainable long-range planning and strategy. This position reports to the Director of the San Diego Zoo.

HOW YOU WILL IMPACT OUR MISSION

The Director of Wildlife Care at the San Diego Zoo performs the role with a proactive approach that supports San Diego Zoo Wildlife Alliance's mission and vision. Key qualities required for this position include:

- A collaborative leadership style to lead their team and work across the entire organization
- Innovative thinking and approaches to animal management, care, and collections planning



WHAT ARE WE LOOKING FOR?

San Diego Zoo Wildlife Alliance is seeking an individual who is inspired to be a part of an organization that is committed to protecting wildlife around the globe. A leader to join us in our commitment to provide opportunities to learn about, engage with best-in-class conservation work, and share how that work is changing outcomes for wildlife every day through visits to the San Diego Zoo and San Diego Zoo Safari Park.

WHAT YOU WILL DO

- Oversee the San Diego Zoo wildlife collection staff, including curators, wildlife care, behavioral and support staff. Duties include, interviewing, hiring, training, performance management and terminations of employment
- Provide complex interpretation of collection policies and procedures with the wildlife care team, Zoo leadership team, and other stakeholders as needed
- Collaborate with architecture team and operations team on habitat design always taking into consideration the highest standards of animal welfare
- Ensure organization is compliant with all legal issues regarding domestic and international shipping of animals, including partnering with Safari Park and other agencies on wildlife welfare issues
- Engage with wildlife care team on studbook updates as needed
- Partner with the Zoo leadership team in design and master planning activities
- Ensure wildlife care operations comply, at the highest level, with established protocols, professional standards, and governmental regulations
- Exercise fiscal accountability and responsibility to departmental budget
- Supervises assigned Registrars
- Perform related duties and responsibilities as required

WHAT'S IT LIKE TO WORK FOR SAN DIEGO ZOO WILDLIFE ALLIANCE?

It's best encapsulated in our "Put Your Passion for Wildlife to Work" value statements:

- Our employees are extremely passionate and engaged and are proud of our work in conservation, our mission and vision, and our animals and plants.
- People apply to work for San Diego Zoo Wildlife Alliance because of what we do. And once hired, they stay for a very long time.
- San Diego Zoo Wildlife Alliance offers incredible perks and benefits and treats its employees well.
- What our employees are most pleased with is the people they work with. We have a true team/family spirit.
- We provide a beautiful and inspiring work environment for our employees.
- Friends and family of our employees are proud, impressed, and very envious. It's a cool place to work!

Here's what our employees are saying about working with us:

"I come to work knowing that the job I do has a purpose for the rest of the world."

"The atmosphere, being around the animals and beautiful grounds, makes me grateful to work here. I am also blessed to work for a great department. My managers and supervisors respect me and treat me very well, which makes me want to do my best. Overall, the people here are the nicest I have ever worked with, especially for such a large organization."

"I have a passion for wildlife and conservation and feel that my job has something to do with being able to share that passion and educate others."

"I love what we do for the animals! And not just in our organization but around the world. Our commitment to animals is astounding."

"San Diego Zoo Wildlife Alliance has put together great programs to train, engage, and recognize our employees. We also give employees an opportunity to give feedback on their job satisfaction, and we try to make changes and improvements. My department does a lot to recognize and value team members."

COMMITMENT TO DIVERSITY & INCLUSION

San Diego Zoo Wildlife Alliance is committed to valuing diversity and practicing inclusion, because our workforce is our greatest asset and our guests are our number one priority. San Diego Zoo Wildlife Alliance has adopted a Diversity & Inclusion policy and program that will:

- Reflect the demographic trends and changing communities that our organization serves.
- Celebrate the unique qualities, perspectives, values, opinions, and experiences of all stakeholders—including, but not limited to, workforce, audience, and partners.
- Create a dynamic environment that is inclusive of all individuals, enabling every person to reach their full potential.
- Develop partnerships with diverse audiences in order to identify and meet the needs of all constituents in the community.
- Reflect the demographic trends and changing communities that our organization serves.
- Regularly evaluate our Diversity & Inclusion practices.

Together we Roar brings together three unique strategic initiatives: Workforce, Workplace, and Community Partnerships.

JOB EXPERIENCE

- 10 or more years of extensive experience in zoo/exotic wildlife management, including exhibits.

EDUCATION AND CERTIFICATIONS

- Bachelor's Degree Bachelor's Degree in Biological or Natural Sciences or a related field, or equivalent specialized training.
- Valid California Driver's License

SKILLS AND KNOWLEDGE

- Extensive knowledge of wildlife habitats.
- Able to prepare and deliver presentations to large groups.
- Able to communicate effectively, both orally and in writing.
- Able to operate moderately complex computer software programs.
- Demonstrated ability to lead highly effective, diverse teams and influence key stakeholders.

SOME OF THE PERKS YOU WILL ENJOY AS A TEAM MEMBER

- Free admission to the San Diego Zoo and the San Diego Zoo Safari Park Family Passes
- Complimentary Tickets
- Local and In-House Discounts
- Employee Assistance Program

IMPORTANT DETAILS

- Location: San Diego Zoo
- Positions available: 1
- Non-Union Position: Salary commensurate with experience

To conduct this search, SDZWA has retained the zoo search firm of Zoo Advisors. All inquiries regarding this opportunity should be submitted directly to Zoo Advisors.

To apply: please submit a cover letter and resume in PDF format to dwalsh@zoadvisors.com.