

Position	Zoo Animal Manager-LSS
Facility	Fresno Chaffee Zoo
Location	Fresno, CA
Job Summary	<p>Fresno Chaffee Zoo has an exciting and rare opening for a Zoo Animal Manager - Life Support System. Under the direction of a curator, this position oversees the daily operation of assigned areas.</p> <p>Responsibilities include meeting all husbandry standards ensuring that policies and protocols for FCZ, AZA, USDA and other federal agencies are consistently followed. Manages all staff's daily activities in the care, display and propagation of assigned area. This position will regularly interact with Zoo guests to answer questions, provide animal information, and ensure an excellent guest experience. This position will primarily be assigned to a specific area, but may be reassigned or requested to work in other sections as needed at the discretion of the Animal Management team.</p>
Essential Functions	<p>Essential Functions: -Performs all Life Support essential functions. - Establishes thorough written routines for assigned section. - Communication liaison for animal staff needs to all other departments, i.e. veterinarian, horticulture and maintenance. -Works with Curator to develop animal collection plans for area assigned. -Participates in the selection and training of new Life Support staff. -Assists in planning and implementing marketing activities. -Oversees Life Support staff performance, providing performance evaluations, informal feedback and formal disciplinary action when appropriate, and informing Curator of serious or ongoing issues. -Responsible for payroll and scheduling of direct reports. -Participate in safety training and implementation pertinent to chemical housing and handling. -Oversees any volunteer's activities in assigned areas. -Responds to specific inquiries from the public concerning the zoological collection, when requested -Assists the Security staff with the emergency procedures and protocols, fulfills -Recapture Coordinator role. -Assists Veterinary staff with animal health management, when requested. -Performs other duties, assignments, projects as requested and assists with other shifts as needed. -Due to the periodic on call nature of this position, we require the Life Support Zoo Animal Manager to live within 20 minutes of the Zoo. -Manages payroll for direct reports and oversees the implementation of wage and hour regulations. -Manages the schedules for all direct reports and oversees the implementation of appropriate regulations.</p>

Other Duties and Responsibilities

Leadership Responsibilities: -Develops behavior enrichment and training programs for selected animals. -Facilitates effective communication between the Curator and Life Support staff on a daily basis, ensuring that Zoo news, department updates, and other information is provided in a timely manner to the appropriate parties. -Addresses animal issues as they arise, and provides a status/progress report to the Curator(s) on a daily basis. Requests guidance from Curator or other member of management as warranted by the situation. -Ensures efficient and effective workflow, making appropriate logistical decisions and planning for current and future department needs, including assisting with intradepartmental scheduling. -Provides training, mentoring and coaching to Life Support, Water Quality, Intern staff, ensuring the training is consistent with current position needs and cross-functional opportunities. -Monitors safe work practices for all section staff -Assists Curator in developing and updating area protocols and represents the Curator in his/her absence. Management Accountabilities: -Customarily and regularly exercises discretion and independent judgement. -Leads through connecting individual and team skills and passions with organizational needs. -Effectively solves problems and learns from mistakes. -Employs teamwork, when appropriate, to find solutions. -Reports to meetings and activities on time, engaged, and prepared. -Prioritizes tasks in order to be respectful of others' time. -Respond to emails and other communications within 2 business days. -All written communication contains professional and proper language - Demonstrates follow through. -Accountable for team leadership and management. -Actively creates connections that encourage open and honest communication with all. -Provides regular performance feedback and coaching to reporting staff. -Completes timely and appropriate written evaluations that highlight strengths and areas for improvement.

Knowledge, Skills and Abilities

Education & Experienced Required

Qualifications/Basic Job Requirements: -Bachelor's degree from an accredited college or university in Animal Science, Zoology or other applicable field preferred. -Minimum (5) years' related experience in an AZA accredited facility preferred. Twelve units of accredited college or university level course work in chemistry, biology, animal science, zoology, wildlife management, or related field work may be substituted for six (6) months experience. -Strong verbal and written English skills and the ability to communicate effectively with the public. Bilingual skills a plus. -Valid California driver's license and good driving record. -Ability to work evenings, weekdays, weekends, and holidays. -Ability to be on call during evenings, weekend, and holidays.

Licenses and Certifications Required

Physical Requirements

Physical Requirements: These are physical and mental requirements of the position as it is typically performed. Inability to meet one or more of these physical or mental requirements will not automatically disqualify a candidate or employee from the position. Upon request for a reasonable accommodation, the Zoo may be able to adjust or excuse one or more of these requirements, depending on the requirement, the essential functions to which it relates, and the proposed accommodation. -Close visual acuity to perform an activity such as preparing and analyzing data and figures, viewing a computer terminal, and extensive reading. Color perception is also required. -Ability to receive detailed information through oral communication (in person and via telephone), at normal speaking levels with or without correction. -Expressing or exchanging ideas by means of the spoken word. The employee must convey detailed or important spoken information to others in small and large group settings. -Hand and finger dexterity sufficient for typing and other administrative tasks. -The employee is regularly required to lift and/or carry up to 30 pounds, and occasionally up to 50 pounds.

Working Conditions	Work Environment: -This position regularly works with others including Zoo executives and employees, Zoo guests and community members, media and government officials. -The position primarily functions outdoors, with frequent exposure to outdoor Zoo environments and external events. -The employee is regularly exposed to a variety of animals with risk of animal bites (including venomous), zoonotic disease, and other animal-related injury. -Regular local travel and occasional out-of-town travel required.
Salary	
Respond To	Interested candidates should apply online at: www.fresnochaffeezoo.org/careers
Closing date	05/07/2019

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Entry ID: 287