

JOB DESCRIPTION

General Curator

Pueblo Zoo Mission:

*To empower people to engage in conservation of animals and their natural habitat.
Empower. Engage. Conserve.*

Status: Full-time, Exempt, salaried

Reports to: Executive Director, Member of Senior Staff

Compensation: \$41,000-\$44,000

Benefits: Competitive benefits package including HMO and HSA-qualified health plans, a 3% employer matched SIMPLE IRA, paid time off, sick time, eight holidays, and a commitment to flexible work schedules and professional development.

ORGANIZATION OVERVIEW

The Pueblo Zoo is a vibrant, collaborative, and flexible nonprofit workplace. Driven by our mission to empower people to engage in conservation of animals and their natural habitat, we serve 100,000 annual visitors, provide educational outreach to tens of thousands of students, and directly support global species conservation. The Pueblo Zoo is accredited by the Association of Zoos and Aquariums and is home to 400 animals representing more than 100 species.

GENERAL DESCRIPTION:

The General Curator is responsible for planning, supervising and directing the work required for the care, welfare, display, propagation and procurement of the Pueblo Zoo's animal collection. Duties include, but are not limited to: supervision of animal care staff and volunteers, acquisition and disposition of animals, and renovation and development of new exhibits in cooperation with other Zoo staff.

The General Curator also oversees the conservation programs and initiatives at the Pueblo Zoo. This is an exciting growth area for our zoo and will require an enthusiastic and creative leader to outline a long term plan for the Pueblo Zoo to contribute to and participate in broader species conservation initiatives.

DUTIES & RESPONSIBILITIES:

- Implements, evaluates and enforces husbandry policies and safety standards to ensure the well being of a diverse animal collection and provide a safe and enjoyable visitor experience.
- Oversees the development and evaluation of enrichment and training programs.
- Works collaboratively with veterinary staff on monitoring/evaluating diet and nutritional standards.
- Oversees the hiring and supervision of staff, including training, scheduling and performance appraisals.
- Plays a lead role in the planning and development of new animal exhibits, including concepts, designs and managing/planning for impacts to the animal care team.
- Oversees institutional collection planning, coordinating with AZA, TAG and SSPs.
- Continually seeks to improve animal care, zoo operations, and manages for the most effective use of financial and staff resources.
- Understands broader AZA conservation initiatives and works across departments to set priorities and long-term plans for zoo (and visitor) engagement in species conservation.

KNOWLEDGE, SKILLS, AND ABILITIES:

Considerable knowledge of:

- all aspects of zoo animal care, including husbandry, operant conditioning and training, animal behavior, habitat enrichment, nutrition, animal healthcare, reproductive physiology, record keeping, discovery and treatment of animal diseases.
- federal and state laws and regulations related to the care and exhibiting of endangered, threatened or otherwise regulated animals.
- animal record keeping policies and procedures including use of Species360.
- proper animal handling, feeding, cleaning and care methods.
- animal exhibit and animal life support systems operation, development and maintenance of animal habitats.

Ability to work efficiently and cooperatively with others. Strong experience in staff development, mentoring and training. Ability to communicate effectively, in writing and orally, with other workers and the general public. Willingness to understand and respect diverse opinions concerning care and exhibition of a captive animal population. Ability and willingness to fill in with keeper duties when needed.

Environment and Physical Requirement:

Must possess physical strength and stamina, including lifting 50lbs, bend, climb, stoop, and reach. Curator works both indoors and outdoors, with several hours spent at a desk or in inclement weather. Reasonable accommodations may be made to enable individuals with diverse abilities to perform the essential functions. This job description is intended as a guide to the general job responsibilities and is not inclusive of every duty the employee is expected to perform.

MINIMUM QUALIFICATIONS:

Five (5) years of paid experience caring for and managing a diverse collection of zoo specimens, and a Bachelor's degree from an accredited college or university with a major in biological science, animal husbandry or related field. Plus, three years (3) of years of supervisory experience directly related to the operation of an AZA accredited zoo, including personnel management, training and supervision. Other combinations of education, training and/or experience that provide an equivalent background may also be considered. Possess valid Colorado driver's license within 30 days. Subject to 24-hour on-call availability for emergencies concerning the Zoo. Ability to work flexible schedule including evenings and weekends as needed.

How to apply: Send resume AND cover letter to jobs@pueblozoo.org