



Position Description
ANIMAL CARE SUPERVISOR - CARNIVORE AREA

June 2021

Come join us at the Reid Park Zoological Society!

Reid Park Zoological Society is seeking an Animal Care Supervisor. Bachelor's degree in a biological science, animal or zoology related plus five years' experience in animal care at an AZA accredited institution. This must include two years supervising Zoo Keepers. Alternatively, Associates degree with 8 years' experience including two years supervising Zoo Keepers. This position is open until filled.

The Society is a 501(c) (3) nonprofit organization whose mission is to support, advocate for and enhance the value of Reid Park Zoo and its mission to encourage commitment to the conservation of biological diversity and to provide educational and fun experiences for visitors of all ages. Reid Park Zoo is the largest attended cultural attraction in Southern Arizona with approximately 500,000 visitors annually. Be a part of a vibrant, growing organization as Reid Park Zoo implements an exciting master plan that will be investing over \$60M in new exhibits over the next ten years.

To apply, please forward a resume to hr@reidparkzoo.org No phone calls or visits please. We are an Equal Opportunities Employer. We are committed to attracting and retaining a diverse staff.

Overview:

The Animal Care Supervisor is responsible for supervising, mentoring, and evaluating a team of Zoo Keepers. Supervisor will be responsible for overseeing several animal areas of the zoo and all associated records. At times this position may be involved in direct animal care and habitat enhancements. This position works collaboratively with the Veterinarian Team, Facilities, Events and Education Departments.

The Carnivore Area includes African lions, jaguar, grizzly bears, lemurs, gibbon, anteater, Andean bear, tapir, and possibly others. The zoo expansion includes a breeding facility for tigers and a sloth bear facility, fishing cat habitat, and other smaller animals as well. The dangerous animals utilize a 2 person/ 2 lock method for shifting animals. The team works more closely for animal training than other areas within the zoo. Animals are trained to voluntarily participate in their health care and therefore the Supervisor and keepers work closely with the vet team. Additionally, the enrichment expectations involve lots of habitat changes (which ideally the Supervisor is willing to assist the team with) and currently the areas have several large pool systems (shared responsibility with Animal Care and Maintenance). All animals are included in minimum of monthly welfare assessments and this position oversees direction from the group on changes to make for the animals (may be habitat

enhancements, different training plans, novel enrichment, health related, or routine changes etc.).

Reports To: Director of Zoological Operations

Responsibilities:

- **General duties:**

Supervises, trains, schedules and mentors Zoo Keepers in their work. Direct reports may vary from 4-8 Zoo Keepers depending on the workload of the areas.

Oversees a subset of the collection animals with regards to wellness, health, training, enrichment, daily care and all related documentation.

Assist with collection planning. Reviews animal records and assists with animal transactions.

Conducts preventative maintenance and ensures safety in work areas.

Works collaboratively with the welfare committee, training & enrichment committee, education department, events team and safety team.

Completes all training as required. These may include but are not limited to job specific training, safety, zoonotic disease, blood borne pathogens, animal enrichment, animal training, conservation, Species Survival Plan (SSP), active shooter, DEI, radio protocol, CPR/ First Aid, hand tool usage and heavy equipment operation such as skid steer/ fork lift truck etc.

- **Supervisory duties:**

Delivers annual performance reviews for Zoo Keepers and provides work plan goals for the coming year. Provides timely feedback on performance throughout the year.

Participates in recruitment, selection and hiring decisions. Is involved in promotion and status changes and makes recommendations.

Supervises and schedules Zoo Keepers.

Trains and coaches Zoo Keepers and ensures compliance with safety policies and practices.

Participates in employee relations concerns in partnership with Human Resources and direct supervisor.

Coaches and mentors less experienced Zoo Keepers & provides development opportunities to increase depth and span of experience.

Completes 90-day reviews for new hire Zoo Keepers and creates a work plan with goals.

- **Administrative Functions**

Comfortable with animal data software systems such as ZIMS and ZooMonitor

Perform duties in accordance with RPZS policies

Provide excellent customer service as a component of all job duties

Follows zoo safety protocols and procedures

- **Other Duties as Assigned**

Preferred Qualifications, Skills and Abilities

- 2 years supervising Zoo Keepers required.
- 5 years in animal care at an AZA accredited facility and bachelor’s degree – biological science related preferred. Alternatively, Associates degree plus 8 years’ experience.
- Expertise in carnivore husbandry and care required.
- Experience working with a wide range of species a plus.
- Attends work on a regular and consistent basis.
- Valid and unrestricted driver’s license.
- Excellent interpersonal and communication skills.
- Assertive, energetic, and enjoy working in a fast-paced environment.
- Ability to take direction, constructive feedback and be quick to act or change direction as needed.
- Reliable and able to work to a schedule.
- Provide excellent customer service.
- Must be able to work outside and must be comfortable working in either cold or hot weather conditions.
- Must be able to lift and carry heavy objects (up to 50+ lbs. on occasion), must be comfortable walking and standing for long periods of time.
- Must be able to work a flexible work schedule including evenings and weekends.

Please note that this is not an exhaustive list. It is intended to give a reasonable idea of what might be required.

Reviewed By:	Print Name	Signature	Date
Employee:			
HR Director:			