1. Position Details

*Title: Life Sciences Manager – Carnivores & Ungulates*

*Reports to: Senior Manager Animal Care & Conservation*

*Location: Melbourne Zoo*

*Band: 6*

##### 2. Context

Zoo Victoria operates world-class zoo on three sites: Melbourne Zoo, Healesville Sanctuary and Werribee Open Range Zoo. Our 2030 Strategy underpins all that we do and includes our moral purpose, values and key focus areas:

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| --- | --- | --- | --- | --- | --- | --- |
| **MORAL PURPOSE**  Fighting Extinction and creating a future rich in wildlife | | | | | | |
| **VALUES** |  | Always Compassionate | | |  | Always Curious |
|  | Always Optimistic | | |  | Always Inclusive |
|  | Always Trustworthy | | |  | Always Calm |
|  | | | | | | |
| **FOCUS** | Working for  Wildlife | |  | Connecting Community  with Nature | | |
|  | | | | | |
| Creating  Special Places | |  | Thriving, Ethical  Business | | |

**3. Purpose Statement**

The Life Sciences Manager is responsible for the leadership of keeping staff within the precinct, particularly the shaping the culture, supervision, management and skill/career development, maintaining relevant assets, and ensuring a high standard of health and welfare of animals in the precinct.

The Life Sciences Manager contributes to the strategic and tactical direction of the Life Sciences Department and ensures a sustainable species plan in their precinct. The Life Sciences Manager will support the Senior Manager Animal Care and Conservation in achieving goals and outcomes listed in Melbourne Zoo Operational Plans, and ensure excellent standards of husbandry and exhibit presentation are maintained.

This position has a broad focus across Melbourne Zoo and includes the development and implementation of innovative programs, training and inspiring staff to embrace new approaches. This is carried out as part of a cross-functional team under the direction of the General Manager Life Sciences to meet the key priorities in Melbourne Zoo’s Operational Plan and Zoos Victoria’s Strategic Plan.

The Life Sciences Manager will drive the continuing process of change for Melbourne Zoo, ensuring that animal management and wildlife care is to world’s best practice; maximising the quality of the visitor experience; realising Melbourne Zoo’s conservation vision; and maximising operational efficiency.

**4. Reporting Lines**

**5.Accountabilities**

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| **Accountabilities** |
| 1. **Conservation**  * Engage in the conservation efforts of Zoos Victoria * Manage the implementation of Fighting Extinction commitments * Assist in implementing the increase the conservation value of the animal collection in their areas of responsibility |
| 1. **Visitor Growth & Experience**  * Support implementation of agreed Experience and Learning programs * Ensure Keepers deliver high standard visitor experience through presentations and encounters. * Assist the Senior Manager Animal Care and Conservation in exhibit development. |
| 1. **Strategic Portfolios**  * Champion one or more overarching fields of expertise (strategic portfolios) e.g. welfare/ethics; enrichment; nutrition; animal training; keeper training and development; external relations. |
| 1. **Administration**  * Design and document work routines and procedures for task standards and workloads. Review regularly. * Provide regular reports, presentations and publish information as required by the Senior Manager Animal Care and Conservation. * Manage an operating budget |
| 1. **Safety**  * Work within the Safety Circle * Ensure that staff are coached to work within the Safety Circle * Encourage a speak up culture * Report incidents within 24 hours of occurrence * Actively monitor workplace to identify hazards and take appropriate action to rectify if hazards found * Support staff on return to work plans. * Comply with incident reporting requirements. |

**6. Selection Criteria**

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| **Details** | **Essential** |
| Training and Education | * Tertiary qualifications in a relevant discipline e.g. zoology or animal behaviour - desirable. |
| Skills & Knowledge | * Demonstrated ability to communicate a vision and motivate a team to achieve the vision * Demonstrated commitment to developing and implementing animal enrichment, training/conditioning and visitor interaction programs. * Ability to represent the interests of Zoos Victoria in all areas related to captive animal management and conservation. * Proven ability to communicate effectively with a wide range of individuals and organisations, develop networks and to be a persuasive advocate in promoting ZV’s vision and objectives and developing and maintaining alliances and partnerships with other organisations. * Strong ability to be flexible in order to meet changing project requirements. * Demonstrated commitment to the Zoos Victoria Strategic and Corporate plans. * Demonstrated excellence in both verbal and written communication. * Proficient in using a computer, including word-processing, Microsoft excel and database packages. * Ability to assist with budget preparation and effective cost management. * Demonstrated knowledge of principles of modern zoo displays. * Demonstrated knowledge and use of animal programs such as Species360 |
| **Experience** | * Significant Keeper/Aquarist experience with multiple taxa as an animal husbandry professional * Extensive experience in successful leadership and management of a team, including developing and controlling organisational budgets and leading operational staff * Experience in work planning and project planning and management. * Demonstrated experience in effectively managing costs and budgets. * Experience in breeding and raising captive animals and proven ability to balance animal welfare issues with the objectives of Melbourne Zoo. * Experience of species management and animal collection planning. * Proven ability in staff supervision, career development and staff training. * Proven ability to develop and implement projects that define key performance indicators for staff. * Proven ability to foster and develop staff expertise in specific taxonomic disciplines. * Proven ability to implement effective work practices that adhere to Health & Safety standards and other relevant legislative requirements. * Experience in breeding and raising captive animals and proven ability to balance animal welfare issues with the objectives of Zoos Victoria. * Experience delivering presentations/public speaking before a mixed general audience. |
| Special Requirements | * Immunisations appropriate to working with animals as required * Required to work Monday – Friday. Some work on public holidays and early mornings/late evenings may be required. * 2 RDOs per month * A current working with children’s check (for external applicants only) * National Police check * Under directions from the Chief Health Officer in accordance with emergency powers arising from declared state of emergency, successful applicants must be fully vaccinated against COVID-19 and able to provide evidence of this. |