



1. **Position Details**

<i>Title:</i>	Life Sciences Manager - Savannah
<i>Reports to:</i>	General Manager, Life Sciences
<i>Location:</i>	Werribee Open Range Zoo
<i>Band:</i>	Band 6
<i>Tenure:</i>	Ongoing
<i>Employment Type:</i>	Full Time

2. **Context**

Zoo Victoria operates world-class zoo on three sites: Melbourne Zoo, Healesville Sanctuary and Werribee Open Range Zoo. Our vision is – as a world leading zoo-based conservation organisation, we will fight extinction to secure a future rich in wildlife. To achieve our vision we focus on the following key action areas:

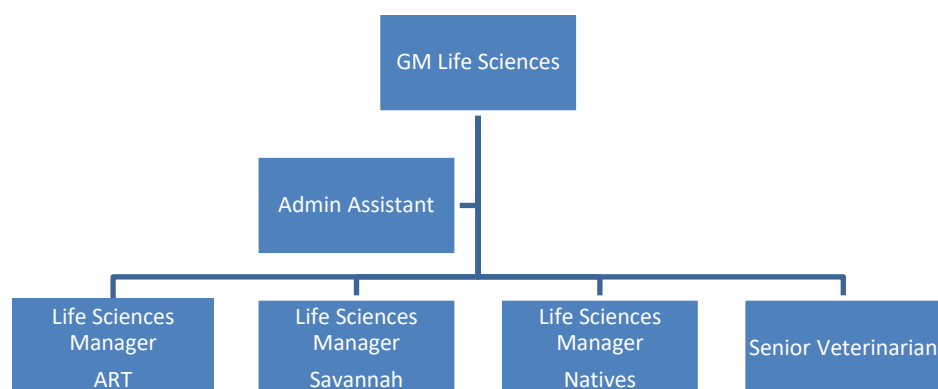
- **Conservation:** We will focus and strengthen the conservation efforts of Zoos Victoria to ensure the delivery of tangible conservation outcomes.
- **Animals:** We will strive to ensure the wellbeing and conservation relevance of every animal within our care.
- **Visitors:** We will provide profound wildlife-based experiences that inspire communities to take actions that benefit wildlife conservation.
- **People:** We care for ZV staff and volunteers by providing support and services, in line with our values, to enable each individual to stay safe, contribute to our vision and realise their potential.
- **Financial Sustainability:** We will ensure the long-term financial sustainability of all our operations to be able to maintain and improve the value of assets and to make a meaningful, measurable and successful investment in conservation.

3. **Purpose Statement**

The Life Sciences Manager is responsible for the leadership of keeping staff within the team, particularly 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 team. The position will support the General Manager of Life Sciences in animal collection planning, exhibit development and contribute to the strategic and tactical direction of the Life Sciences Department.

This position has a broad focus across Werribee Open Range 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 Werribee Open Range Zoo's Operational Plan and Zoos Victoria's Strategic Plan.

4. **Reporting Lines**



5. **Accountabilities**

1. Leadership

- Provide leadership to department staff and ensure they have the necessary skills and capabilities to effectively perform their roles
- Motivate and inspire staff with a sense of purpose and goal achievement.
- Plan and coordinate the daily operations of the team and delegate when necessary.
- Guide, coach mentor and develop staff.
- Consistently seize opportunities for continued improvement.
- Develop, implement and deliver staff and team professional development program and ensure keeping staff are trained to deliver the highest standards of animal care.
- Develop, implement and deliver staff and team KPOs.

2. Animal Management

- Provide 'leading edge' animal, people and managerial initiatives and practices to the Life Science Department.
- Assist in developing and implementing a sustainable animal collection reflective of ZV's species selection plan.
- Manage the provision of high standards in animal welfare and care, innovative behavioural enrichment programs and visitor presentations.
- Ensure that intensive animal management procedures are put into place and maintained.
- These procedures need to be efficient, coordinated and to world's best practice, whilst being consistent with corporate policies, site plans, and visitor needs.
- Assist in developing and implementing strategies for identifying, planning and directing activities, species management programs and projects consistent with Zoos Victoria's objectives.

3. Conservation

- Engage in the conservation efforts of Zoos Victoria
- Manage the implementation of Fighting Extinction commitments
- Assist in implementing the increase of the conservation value of the animal collection in their care

4. Visitor Growth & Experience

- Support implementation of agreed Experience and Learning programs
- Ensure Keepers deliver high standard visitor experience through presentations and encounters.
- Assist the General Manager in exhibit development.

5. Strategic Portfolios

- Champion team members across the Life Science Department to grow their skill sets.
- Encouraging one or more overarching fields of expertise (strategic portfolios) e.g. welfare/ethics; enrichment; conservation and research; animal enrichment, training/conditioning; keeper training and development; external relations.

6. Administration

- Design and document work routines and procedures for task standards and workloads.
- Provide regular reports, presentations and publish information as required by the General Manager.
- Manage an operating budget
- Assist with the management of the Life Science portfolio associated with government regulation, compliance and standards.

7. 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

6. Selection Criteria

1. Qualifications

- Completion of Frontline Supervisor training, or equivalent.
- Animal Care and Management – Certificate III Captive Animals – or equivalent experience.
- Current Working With Children Check
- Current Australian Driver's Licence

2. Experience

- Team leadership experience.
- Experience communicating a vision and motivating a team to achieve the vision.
- Proven ability to mentor and develop staff.
- Experience delivering presentations/public speaking before a mixed general audience.
- Excellence in both verbal and written communication.
- Experience in project planning and management.
- Zoo animal husbandry experience with multiple taxa.
- Experience with zoo species management and animal collection planning.

3. Skills & Knowledge

- 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.
- Ability to effectively develop budgets, control and manage costs.
- Proven ability to continually improve work practices that adhere to Health & Safety standards and other relevant legislative requirements.
- Knowledge of and use with animal programs such as ZIMS, ARKS, and SPARKS.
- Proficient in using a computer, including word-processing, Microsoft excel and database packages.
- Knowledge of animal welfare principals and applying them within a modern zoo environment.
- Knowledge of the principals of a zoo-based conservation organisation.
- Demonstrated commitment to developing and implementing animal enrichment, training/conditioning and visitor interaction programs.