

**Position Title:** Director of Veterinarian Services and Wellness

**Position Level:** Management

**Exemption Status:** Exempt (salaried)

### **Position Summary**

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Palm Beach Zoo and Conservation Society is home to the Melvin J. and Claire Levine Animal Care Complex, a LEED certified hospital which opened in 2009.

The Director of Veterinarian Services and Wellness serves as a critical member of the Palm Beach Zoo and Conservation Society's leadership team. Very strong leadership and mentoring skills are required. This position will work closely with the CEO and COO to create a model for the highest standard of animal care and wellness with the expectation of constant improvement in creating the zoo of the future in Palm Beach.

All diagnostic medicine programs and animal wellness are expected to be practiced at the highest professional standards of veterinary care in close collaboration and communication with all zoological staff. Participation in, and support of, the Animal Behavior program of the Palm Beach Zoo is mandated.

### **Essential Functions**

- Provides comprehensive medical and surgical care to all collection animals, including disease prevention and investigation (nutrition, pathology, aspects of management, etc.)
- Oversees a Clinical Veterinarian, veterinary technicians and work closely with the Curator of Wildlife Programs & Wellness
- Collaborates with local and global conservation programs and other professional organizations
- Participates in collection planning, acquisition, and transfer of zoo animals, establishing and communicating care parameters for newly acquired species
- Manages a comprehensive veterinary care program in alignment with AZA standards and guidelines while also maintaining medical records and other record management including hospital management (DEA, USDA, AZA, drug inventory, etc.)
- Conducts medical research relevant to the health requirements of the collection

- Fosters and inspires open communication and a positive, supportive working environment
- Supports and participates in PBZ's Animal Behavior and Wellness program
- Participates in the education and management of invasive species on zoo grounds along with other educational and conservation programs
- Oversees all regulatory, management, facility, budgetary, and other aspects of animal care facility

### **Education/Knowledge/Skills/Abilities**

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- DVM degree from an accredited School of Veterinary Medicine
- Veterinary medical license in the state of Florida or obtain within 6 months of employment
- A minimum of ten (10) years' experience as a licensed veterinarian along with experience managing a medical staff
- Experience working within an Association of Zoos & Aquariums (AZA) accredited institution with thorough knowledge of their accreditation standards and related policies preferred.
- Ability to work early morning/late evening hours, weekends and holidays as required.
- Proficiency in MS Office (Word, Outlook, Excel) and experience with ZIMS
- Maintains active involvement in AZA and other professional associations
- Strong leadership skills with previous experience managing/mentoring staff, volunteers and/or interns

### **Core Competencies:**

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- **Teamwork** — supporting, facilitating, and participating in activities that promote team effectiveness; demonstrating sensitivity for the feelings and needs of team members and supporting team goals.
- **Professional/Technical Knowledge and Competency** — Keep informed of animal health and veterinary best practices and provide updated information to the CEO, veterinarian staff, and zoologists.
- **Communication (oral and written)** — Effectively expressing ideas verbally and non-verbally and actively listening to individuals and groups; preparing and focusing presentations to the characteristics and needs of the audience; strong writing and editing skills for a variety of audiences.

- **Integrity/Trust** — Maintaining social, ethical, and organizational values and norms; building trust and confidence with the staff and with internal and external customers; respecting the confidentiality of personal and proprietary information.
- **Planning and organizing** — Establishing a course of action with specific long-range goals for the zoo; setting priorities among competing requirements and allocating resources in the most efficient and effective way; developing contingency plans that anticipate changes in the work environment.
- **Coordinating** — Organizes and moves a group of individuals and/or activities toward a common goal.

**What we offer:**

- A competitive salary, commensurate with your skills and experience,
- An **EXCELLENT** benefits package (current year/plan), which includes:
  - 100% paid employee level coverage for designated medical & dental plan
  - 100% paid coverage for 100K of life insurance
  - 100% paid short-term disability
  - 100% paid long-term disability
- 401K – Employer contributes 3% of your salary
- Optional vision, accident and critical illness coverages available through pre-tax payroll deductions
- Generous paid time off policy, Zoo Membership and FREE admission to other Florida Attractions!

**To apply** – email your cover letter and resume to [jobs@palmbeachzoo.org](mailto:jobs@palmbeachzoo.org) - Please include your name followed by “**Veterinarian**” in the subject line of the email.

The position will be open until filled. We will contact qualified candidates whom we have chosen to move forward in the interview process.