

Job Title: **DIRECTOR OF CONSERVATION**
Department: Conservation
FLSA: Exempt
EEOC Class: Exec/Senior Offs & Mgrs

POSITION SUMMARY

It is an exciting time to join our team and be a part of Utah's Hogle Zoo's future as we endeavor to "create champions for wildlife" by focusing on five strategic priorities: Be the conservation leader in Utah, Be a provider of excellent animal care and well-being, Be a zoo for all, Be financially sustainable for long-term growth, and Be a destination with purpose.

The Zoo seeks candidates to fill the Director of Conservation role as part of the leadership team to develop the framework and launch the wildlife champions program, grow conservation efforts in alignment with the master plan, and be an influential leader for wildlife conservation in Utah. Additionally, the Director will lead efforts to support local efforts to improve air quality and watershed supply through sustainable business practices. The Director is responsible for the envisioning, creation, and administration of conservation and sustainability programs for the Zoo both internally and externally with the community. Candidates must be dynamic and strategic leaders who excel in building relationships and bringing teams together.

At the Zoo, we look for employees who are passionate about conservation, who approach their daily work with a can-do attitude, who are resourceful, who communicate respectfully with everyone, and who are ready to work hard to support the Zoo toward its mission.

This position provides supervision of the Conservation Department including the Utah Conservation Programs Supervisor, Conservation Action Coordinator, and seasonal wildlife technician positions. This position is a senior leadership position and will be required to occasionally serve as the on-site Director of the Day for the entire Zoo including weekends and holidays.

REPORTING RELATIONSHIP

Reports directly to the Vice President of Programs.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Leads the development and implementation of long-range wildlife conservation and sustainability programs to move forward the Zoo's strategic vision.
2. Oversees the creation of a program to engage Zoo guests and community members in meaningful conservation action thereby creating wildlife champions.
3. Works in conjunction with the Director of Animal care to advance in-situ and ex-situ conservation efforts for species recovery and the Resident Animal Plan goals.
4. Develops relationships and agreements with government agencies, NGOs, and universities, in planning and implementing programs and projects.
5. Recruits, trains, schedules, evaluates and supervises Department personnel.
6. Prepares and oversees the departmental budget, managing dedicated streams of revenue for field conservation.
7. Oversees the development of an annual Departmental work plan.
8. Oversees the development of conservation messages and campaigns communicated by Zoo activities.
9. Oversees and contributes to the scientific planning and implementation of wildlife action plans including AZA's SAFE.
10. Increases the visibility of the Zoo's conservation programming within the Zoo, public, and professional communities.
11. Works closely with and forms internal working partnerships with all Zoo leadership to integrate conservation into all aspects of the Zoo to further the Zoo's mission.
12. Works closely with the Advancement Department to raise the profile of the Zoo's conservation programs and to identify and take advantage of grants, donor gifts, and other funding opportunities.
13. Works closely with the Facilities Department to develop and implement natural resources conservation initiatives.

14. Publish findings of the zoo's conservation work in scientific journals. Writes and publishes popular articles, and presents both scientific and popular lectures.
15. Serves as a Zoo spokesperson - communicating with guests, partners, agencies, media, and policymakers.
16. Serves on local and national committees and programs.
17. Keeps abreast of, and communicates on emerging conservation issues.
18. Contributes and directly participates in Zoo wide-planning and committee(s).
19. May be required to work holidays, weekends, or evenings.
20. Commitment to the zoo's mission and conservation efforts.
21. Ability to work overtime as needed.
22. Performs other duties as assigned.
23. Maintains strict confidentiality.

REQUIRED EXPERIENCE

Education and Experience

- Bachelor's degree in biology, conservation biology, natural resources management, zoology, animal husbandry, or a related field is required. An advanced degree is a plus.
- Six or more years of experience in the development and delivery of professional conservation programs, and five years of supervisory/management experience are required, preferably in an Association of Zoos and Aquariums accredited organization.

Knowledge, Skills, and Abilities

Required technical skills include the knowledge and ability of:

- Computer operations and technical software applications.
- Microsoft Office Suite.

Required mathematical skills include working knowledge of:

- Accounting, budgeting, and bookkeeping.
- Mathematical concepts and logic.
- Performs basic mathematical formulas and calculations.

Must possess excellent communications skills:

- Interpersonal conflict resolution method.
- Effectively promote organization and services offered.
- Interpersonal communication.
- Communicate effectively verbally and in writing.

Must have the ability to:

- General knowledge of natural history, ecology, conservation, and community building.
- Design science-based conservation programs.
- Demonstrate a strong work ethic.
- Manage relationships with a wide variety of internal and external stakeholders.
- Supervise, train, and motivate a team.
- Follow written and verbal instructions.
- Apply critical thinking techniques.
- Analyze and solve problems.
- Prioritize work.
- Perform within deadlines.
- Ability to stay focused despite interruptions.

- Deal with stress caused by deadlines.
- Work well in a team environment as well as independently.
- Memory for details.

The incumbent must always demonstrate judgment, high integrity, and personal values consistent with the values of the Hogle Zoo.

Utah's Hogle Zoo is a drug-free workplace. All employees are subject to random drug testing.

Utah's Hogle Zoo is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Requires a valid driver's license.

Work Environment

Work environment will be both in an office setting and in an outdoor field setting. Camping may be required. Extended periods of time outdoors in inclement weather or on uneven terrain. Extended periods of walking/hiking. Tasks require a variety of physical activities which do not generally involve muscular strain, but do require activities related to walking, standing, bending, stooping, sitting, reaching, talking, hearing, and seeing. Common eye, hand, finger dexterity required to perform essential functions. Requires lifting up to 40 lbs.

To Apply: Please submit your materials for consideration to Lauren David at Ldavid@canopysp.com