



Job Description

Curator of Animal Husbandry

Department: Animal Husbandry

Reports To: Director of Operations

Our Mission:

To inspire curiosity through enriching and entertaining experiences of the 1000 Islands Region of the St. Lawrence River

Nature and Scope:

The Curator Of Animal Husbandry is responsible for the management of the live animal department, including acquisition, disposition, husbandry of the animal collection, staffing, LSS, and exhibitry. The Curator will be a leader and mentor to the husbandry staff and will oversee the day-to-day operations of the department, ensuring that all regulations and guidelines are followed. This position will report directly to the Director of Operations.

Duties and Responsibilities:

- Must comply with all Aquarium policies, working to promote the facility's mission, vision, and core values.
 - Accountable for the day-to-day management of all Animal Husbandry staff, including cross-training, scheduling, and the assignment of specific tasks.
 - Conducts staff performance evaluations, provides corrective action, and resolves personnel issues in a timely manner, forwarding them to the Director of Operations for review and final approval.
 - Provides for and supervises the husbandry and LSS of all fish, invertebrates, herps and mammals in the collection according to the best available methods in animal care, nutrition, and medical treatment.
 - Works with the Director of Operations and Veterinarians to oversee and participate in the animal medical care of the Aquarium.
 - Prepares the annual operating budgets for the animal husbandry department and submits them to the Director of Operations for review. Reviews and approves requisitions for supplies and services for the area, within the approved budget. Maintains spending within monthly and yearly budget parameters.
 - Participates in the planning of new exhibit design and construction. Plans existing exhibit upgrades and changing Aquarium exhibits that will provide the highest possible level of visitor education and enjoyment.
 - Provides for and supervises the maintenance of unobstructed and clean working areas to ensure the safety of employees and to prevent contamination of food, supplies, and water.
 - Implements and maintains an accurate record-keeping system.
 - In coordination with the Director of Operations provides for the disposition and procurement of specimens consistent with Aquarium, provincial and federal
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regulations. Acts as the liaison for the coordination of collecting activities, as well as with contracted commercial fishers, wholesale fish dealers, other Aquariums, and institutions and state and federal regulators. Incumbent coordinates actual collecting efforts, including participating in the collecting process as necessary, which includes diving on local and long-distance trips.

- Provides information for presentations and tours for visitors, media, and staff concerning all animals on site.
- Prepares written and oral reports as needed and contributes to Aquarium's publications.
- Works in consort with the volunteer dive team to promote and uphold approved diving operations within the Husbandry area.
- Performs other duties as delegated or assigned.

The above accountabilities represent work performed by this position and are not all-inclusive. The omission of specific accountability will not preclude it from the position if the work is similar, related or a logical extension of the position.

Qualifications:

- A degree in biology or zoology-related field is required. Incumbent must have at least five years of experience working with captive animals. Two of those years must have been in a supervisory capacity.
- Incumbent must have experience planning and executing live animal collections.
- Must be able to communicate both verbally and written in English with excellent interpersonal skills
- Must have a strong working knowledge of professional animal husbandry, water quality and life support systems.
- Working knowledge of data analysis and performance/operation metrics
- Knowledge of industry's provincial and federal regulations and guidelines
- Superior managerial and diplomacy skills
- Extremely proficient in Microsoft Office Suite or related software
- Excellent organizational skills and attention to detail
- Excellent analytical, decision-making, and problem-solving skills
- Able to thrive in a fast-paced ever-changing environment, exhibit an ability to work well under pressure and be results-driven and oriented
- Must be able to work varied shifts and weekends.
- Ability to lift 50lbs on a regular basis
- Ability to work with potentially dangerous animals
- Dive Certification (Dive Master Preferred)
- Valid Driver's License



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- Aerial Platform Certification (or ability to obtain in 3 months)
- Fall Arrest Certification (or ability to obtain in 3 months)
- First Aid/CPR /AED Certificate (or ability to obtain in 3 months)
- Vaccination against, COVID, Rabies, Hepatitis (or ability to obtain)

Competencies

Proven leadership ability and project management experience is required. This can be illustrated through past team development and/or project completion. This position will be required to make timely decisions with limited supervision.

Incumbent will have a good working knowledge of LSS equipment, animal husbandry, and the transport of fish, invertebrates, and other animals. Competencies in fish physiology, pathogens and veterinary methods are required. Working knowledge of behavioral training for mammals is also required.

Mental, Hearing, and Visual Demands

The work involves continuous mental and visual attention involving reading, analyzing, visualizing, or otherwise performing very involved, comprehensive work. The incumbent must be able to differentiate the sounds of various motors, compressors, and other machinery.

Work Environment:

- This is a 40 hour/week salaried position
- Appropriate work attire for working in wet environments and with animals
- This is a physical job, including climbing, kneeling, sitting, swimming, diving, stooping, bending, carrying, lifting, and reaching
- Job will require immersion in temperate water, and in-water work
- Job will require working directly with wild animals
- Will be required to work weekends, holidays, and evenings

Compensation:

- Salary, based on level of experience
- Includes comprehensive health, dental, vision benefits package



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I have read and reviewed this job description with my supervisor. I understand and accept all the duties described above and will perform them to the best of my ability.

Incumbent's Name: _____

Signature: _____ Date: _____

Supervisor: _____