



## Manager, Animal Care

Fancy working with Giant Pacific Octopus, Pacific Salmon and Wolf Eels? Are you fascinated by the inner lives of invertebrates? Are you passionate about ocean conservation, and dream of leading a team of dedicated marine biologists? Do you really, really love fish?

The Shaw Centre for the Salish Sea is seeking a qualified Manager of Animal Care to uphold our commitment to excellence in the field of aquatic animal husbandry, exhibit design, and visitor experience. The ideal candidate will come with extensive marine animal care experience, a thorough understanding of aquarium life support systems, effective team leadership experience, top notch organizational skills and a valid class five BC license (or equivalent).

As the Manager of Animal Care with the Shaw Centre for the Salish Sea, you will work closely with our Engineering Systems technician and provide leadership for our team of aquarists, interns, and volunteers as you work towards maintaining the highest level of animal health and welfare as well as delivering exceptional exhibits that highlight the Salish Sea. Your team of reports will include experienced, in-house trained Animal Care professionals, and access to our Registered Veterinary Technician.

You will collaborate with the Director of Exhibits and Engagement, Director of Learning, and Volunteer Engagement Manager, in order to develop programs and training materials to tell the stories of the animals on display, and their ecological and cultural significance.

You must be detail-oriented, self-motivated, resourceful, dedicated, and show initiative. As the leader of the Aquarist team, you will be responsible for all aspects of leadership, from hiring and training, to scheduling and dealing with issues as they arise. You will be a role model for the team, exhibiting professional judgment, safety, maintaining excellent communications and organization, working collaboratively across departments, and interacting with visitors and volunteers in a friendly, welcoming manner.

This is a physically demanding job that requires you to be able to lift, push, or pull 50 lbs, climb ladders, and work in small, enclosed spaces; you will be exposed to noise from pumps, skimmers, filters, and work in cold, wet



environments. Applicants must be willing to work at least one weekend day, and some holidays, and be on the regular emergency LSS on-call list.

**Animal care duties include but are not limited to:**

- Maintaining the highest standard of animal care & welfare
- Hiring, training, and supervising aquarists, interns and volunteers
- Directing and supervising the daily tasks to be performed by the aquarist team
- Designing species appropriate exhibits showcasing a variety of local habitats
- Assisting in collecting animals and creating, delivering and maintaining exhibits
- Ensuring proper husbandry protocols are followed for each habitat/species
- Ensuring proper records are kept for all activities related to daily maintenance of the collection
- Maintaining/Renewal of scientific collecting licenses and compilation of acquisition and disposition logs
  - Ensuring all activities comply with DFO protocols
- Detailed observation of every exhibit to ensure everything is running properly, animals are in good health and exhibiting normal behaviour
- Developing feeding, training, collecting, and maintenance protocols, and ensuring they are followed
- Ordering animal food, equipment, and materials
- Working with veterinary professionals as needed to maintain animal health
- Ensuring jellyfish, brine shrimp, and larval fish cultures are being maintained properly
- Consulting with the Systems Technician to ensure proper equipment and Life Support System maintenance
- Being on-call after hours, minimum one week, up to two weeks per month, to deal with emergencies

**Manager duties may include but are not limited to:**

- Managing annual animal care team budget
- Participating in rotating facility management duties (weekly)
- Serving as media spokesperson when required
- Training of staff and volunteers
- Occasionally assisting at evening events



- Taking an active role in ensuring safety procedures, protocols and training are current as they relate to animal care staff and volunteers
- Taking initiative and pride in the Centre: tidying up when necessary, resetting activities in the gallery, etc.
- Taking an active role in ensuring our workplace is a safe, inclusive space

**Qualified applicants must have:**

- A bachelor's degree in Marine Biology (or related field) with aquatics experience or equivalent combination of education and experience.
- A Diploma in Veterinary Technology is not required but would be an asset.
- 3-5 years in a full-time paid aquarium husbandry position
- Thorough understanding of life support systems, filtration, exhibit design, aquarium maintenance, and water quality monitoring
- Experience working with cold water animals
- Experience in animal health management, disease recognition, and treatment administration
- Proven leadership, communication, and organizational skills
- Knowledge of Salish Sea animals and habitats is an asset
- Experience managing an annual operating budget a strong asset
- Class 5 Driver's License and access to a reliable vehicle
- Canadian Citizenship, Permanent resident or valid work permit; Sponsorship not available for this position

Applicants must be available and willing to work full time (40 hrs per week), including evenings, weekends, and Statutory holidays. Occasional travel throughout the year.

**Compensation:**

- Salary starting at \$25/hr+ on call compensation
- 15 days vacation per year
- 5 paid sick days
- Employer paid extended medical and dental benefits after 3 months (Extended Health, Dental, Life Insurance and Accidental Death and Dismemberment)
- Access to Employee and Family Assistance Program from first day of employment
- Paid volunteer days (2.5/year)



Studies have shown that women and people of colour are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. We may consider an equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. If you are interested in applying, we encourage you to think broadly about your background and skill set for the role

We consider diversity essential, not only to the health and vibrancy of the Salish Sea bioregion, but also to our workplace. At the Shaw Centre for the Salish Sea, we celebrate the ways in which diverse identities and lived experiences inspire us to stretch our hearts and minds. As an organization and community, we are committed to cultivating an inclusive culture in which all people can find belonging and safety. We encourage applications from all underrepresented groups and identities.

Please email your resume and letter of interest to Kit Thornton, Director of Animal Care [kit.thornton@salishseacentre.org](mailto:kit.thornton@salishseacentre.org). **Applications close on May 3, 2024.**

The Shaw Centre for the Salish Sea is owned and operated by the New Marine Centre Society, a registered charitable society. Our Vision is a healthy and diverse Salish Sea actively sustained by people inspired and informed by our Centre.

Strategic Plan 2022-2023: <https://www.salishseacentre.org/future>  
Animal Welfare Statement: <https://www.salishseacentre.org/animal-welfare-statement>