City of Los Angeles

invites your interest in the position of

Animal Collection Curator
(General Curator)

Los Angeles Zoo & Botanical Gardens

The Los Angeles Zoo and Botanical Gardens is seeking a dynamic, visionary and experienced leader to join the Zoo's executive team as the General Curator. The Los Angeles Zoo is a City department that is responsible for all aspects of operating, managing and maintaining the 133 acre Zoo with over 200 full-time and 100 part-time employees, and an operating budget of over $18 million. The Los Angeles Zoo, accredited by the Association of Zoos and Aquariums (AZA), is home to more than 1,100 mammals, birds, amphibians and reptiles representing more than 250 different species, of which 29 are endangered. In addition, the Zoo's botanical collection comprises several planted gardens and over 800 different plant species. Open to the public 364 days per year, the Zoo hosts 1.6 million visitors annually.

Mission Statement

To serve the community, the Los Angeles Zoo will create an environment for recreation and discovery; inspire an appreciation of wildlife through exhibitry and education; ensure the highest level of animal welfare; and support programs that preserve biodiversity and conserve natural habitat.

Vision Statement for 2028

We will leverage the diverse resources of Los Angeles to be an innovator for the global zoo community, creating dynamic experiences to connect people and animals.

Animal Collection Curator

The Animal Collection Curator, also known as the General Curator, is responsible for managing, directing, and coordinating all functions of the Animal Care Division at the Los Angeles Zoo. This Division provides the animal care, husbandry, nutrition and enrichment for approximately 1,100 animals in the Zoo's collection. The Division also oversees behavioral research, conservation programs and animal records management. Specific duties and responsibilities are as follows:

- Serves on the executive management team of the Zoo.
- Manages a division of nearly 100 full-time and 23 part-time employees through seven direct reports.
- Manages the acquisition, disposition, welfare and exhibition of the animal collection.
- Oversees the development and implementation of animal conservation and research programs.
- Facilitates the professional development of the Animal Care Division staff through participation in classes, workshops, seminars, conferences, conservation and research programs, and professional organizations.
- Implements, evaluates and enforces husbandry policies and safety standards to ensure the well-being of a diverse animal collection and provides a safe and enjoyable visitor experience.
- Oversees the development and evaluation of enrichment and training programs.
- Works in concert with the Chief Veterinarian for the maximum benefit of the animal collection.
- Plays a lead role in the planning and development of new animal exhibits, including concepts, designs and managing/planning for impacts to the animal care team.
- Oversees institutional collection planning process.
- Participates in AZA animal management programs.

• Coordinates Emergency Firearms Team Training and other emergency response procedures.

• Continually seeks to improve animal care, zoo operations, and manages for the most effective use of financial and staff resources.

• Understands broader AZA conservation initiatives and works across departments to set priorities and long-term plans for zoo (and visitor) engagement in species conservation.

City Governance and Structure

Los Angeles is the second largest city in the United States and has a multi-ethnic population of approximately four million. It is truly a world-class city that offers a diversified economy and an unparalleled quality of life. Los Angeles continues to maintain its position as an economic powerhouse, the entertainment capital of the world, and a major trendsetter in virtually every field of human endeavor.

Los Angeles is a charter city and is governed by a Mayor and City Council. The City Council serves full time and has fifteen members elected by district for four-year terms. Boards of Commissioners, appointed by the Mayor and confirmed by the City Council, oversee several of the City's departments and bureaus. Mayor Eric Garcetti was elected in May 2013 and is currently serving his first term.

The City has 37 departments, bureaus, and offices for which funds are budgeted annually by the Mayor and City Council. In addition, the City has three departments (the Departments of Water & Power, Harbor, and Airports) that are financed solely by revenue generated from their operations, which are governed by Commissions, as well as two distinctly separate pension systems (Los Angeles Fire & Police Pensions and the Los Angeles City Employees' Retirement System). There are 42 departments, bureaus, and offices that support the elected officials.

Desired Characteristics

In building a cohesive team of department managers, Mayor Garcetti is looking for these consistent qualities:

• **Leaders** who are not only effective managers, but also have the vision, discipline, tenacity and skills to set and achieve strategic goals and leave a lasting legacy.

• **Team players** who foster collaboration at all levels of the organization, with an understanding that problems and solutions routinely cross department lines and city borders.

• **Team builders** who make it a priority to empower, coach, mentor and recognize city staff members to increase their individual and shared capacity to achieve success.

• **Change agents** who use data and performance metrics to drive continuous improvements and achieve the results that matter most.

• **Strategic thinkers** who understand the necessity of taking the long view and the high road in order to realize outcomes that are environmentally, economically and socially sustainable.

• **Role models** who personally demonstrate the integrity, work ethic and genuine concern for their fellow Angelenos that inspires public confidence and motivates city workers to do their best.

• **Active learners** who seek best practices across the public, private, non-profit and academic sectors to apply them to the unique challenges and opportunities in Los Angeles.

• **Public servants** who are passionate about building a greater city in partnership with citizens and civic groups across Los Angeles.

The successful candidate will:

• Have experience managing various aspects of zoo animal care, including husbandry, operant conditioning and training, animal behavior, habitat enrichment, nutrition, record keeping, research and conservation programs.

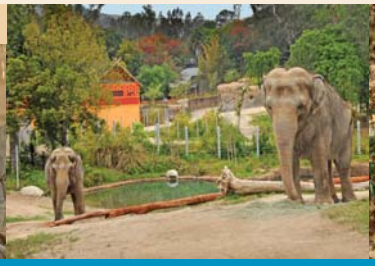
• Have knowledge and understanding of Federal and State laws and regulations related to the care and exhibition of endangered, threatened or otherwise regulated animals.

• Have the ability to work efficiently and cooperatively with others.

• Have strong experience in staff development, mentoring and training.

• Have the ability to communicate effectively with others, including the general public.

• Demonstrate the willingness to understand and respect diverse opinions concerning care and exhibition of a captive animal population.



• Have the leadership skills necessary to define a direction, facilitate change, inspire teamwork, and adapt to rapidly changing environments and issues.

• Have strong leadership abilities and superior interpersonal and communication skills.

• Have excellent problem solving skills.

Qualifying Education and Experience

• Graduation from a recognized four-year college or university with a major in zoology, biology, or a closely related field and five years of full-time paid professional zoo experience as an Assistant Curator, Curator, Assistant Zoo Director, Zoo Director; or

• Seven years of full-time paid professional zoo experience as a Curator; or

• Current City employment with seven years of full-time paid experience at the level of a Principal Animal Keeper with the City of Los Angeles.

Executive Compensation and Benefits

The current salary range is $106,780 to $132,671 per year. A highly competitive benefits package includes an independent retirement plan to which both the employee and the City contribute, a multi-option deferred compensation plan, generous vacation and sick leave, 13 paid holidays per year, a flexible benefits plan including multi-option health, dental, and vision coverage, and family and domestic partner leave.

The position of Animal Collection Curator at the Los Angeles Zoo is an exempt, at-will management position. The incumbent will not accrue any civil service tenure, contractual employment rights or due process rights. The Animal Collection Curator is appointed by and serves at the pleasure of the Zoo Director. The incumbent may be removed, without any finding of cause, by the Zoo Director.

To Be Considered

Electronic submittals are required. Interested candidates should immediately submit a resume, cover letter, and five work-related references (include name, job title, affiliation, and telephone number) to:

City of Los Angeles Personnel Department

Attn: Orlando Lepe – Executive Recruitment

Email: per.execsearch@lacity.org

(Note: When e-mailing your application material, the subject line should reflect your Name and the Job Title you are applying for.)

Questions may be referred to Orlando Lepe at (213) 473-9397 or Leonard Torres at (213) 473-9394

The filing period may close on Friday, April 11, 2014, by 4 p.m. or until sufficient applications are received.

In order to be considered, resumes must include the breadth and depth of relevant experience, including position title, institution, dates, and years of experience related to the following:

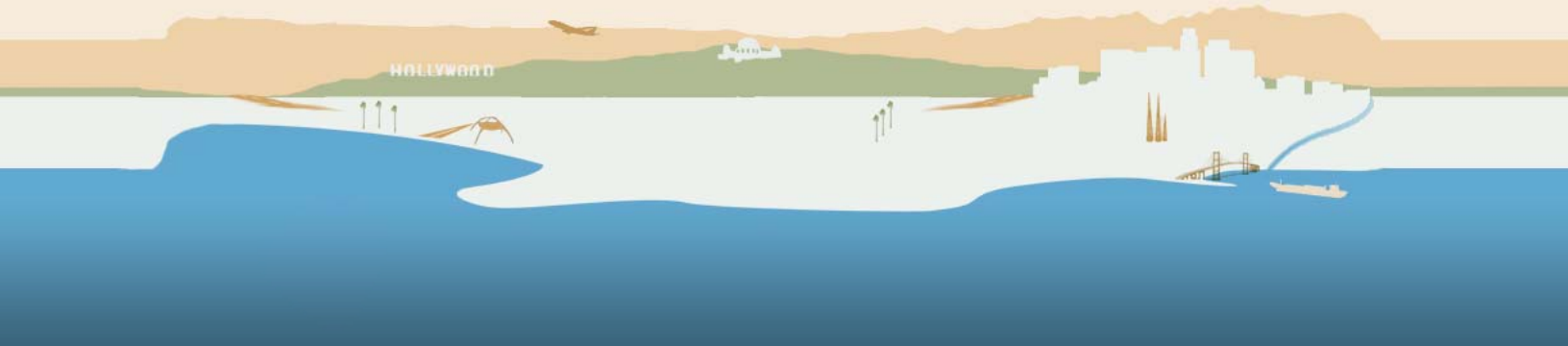
• Management of animal division staff - include a brief description of the numbers and roles of the staff managed.

• Management of the care and exhibition of animal collections – include a brief description of the size and makeup of the collections managed.

• Management of conservation and research programs – include a brief description of the scope of the programs managed.

• Contributions to zoo strategic planning and policy-making – include a general description of your role and specific examples.

Please also provide at least one major professional accomplishment in which you played a key role and any relevant experiences or unique characteristics which could further qualify you for this position.

Upon submission of the application documents, applicants may be asked to complete a supplemental questionnaire. Only the most qualified candidates will be invited to the next phase of the selection process, which is an interview.

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