

**CLASS SPECIFICATION**

06/08/17

ZOO RESEARCH AND CONSERVATION DIRECTOR, 4302

Summary of Duties: Designs and conducts research on the animal collection at the Los Angeles Zoo; oversees the directing, expanding, and supervising of conservation programs or behavioral research at the Zoo to promote, educate, and foster conservation and biodiversity of species; conducts behavioral research on a wide range of valuable and/or highly endangered species; conducts studies to determine the optimal conditions for the management and care of exotic and wild animals, integrating species conservation and ecosystem functions; collaborates with other research and conservation professionals; collaborates with, or may supervise department staff and volunteers performing behavioral observations; observes animals and collects data; and does related work.

Class Characteristics: A Zoo Research and Conservation Director is responsible for conducting research on the preservation of wildlife and on a wide range of rare and endangered species that reside in the Zoo; and developing and implementing strategies that sustain animal populations. A Zoo Research and Conservation Director reports directly to the Zoo Director. Errors or faulty judgment can lead to loss or injury to highly valued exhibit animals with a resultant loss of public confidence and support. Work is evaluated by the Zoo Director in terms of results obtained from conservation program goals, outcomes, education, research and their value to the Zoo.

Examples of Duties:

- Designs and conducts various animal conservation education, evaluation, and research projects;
- Conducts behavioral research on a wide range of valuable and/or highly endangered species in the Zoo's collection;
- Designs and develops major studies to determine the optimal conditions for housing and caring for exotic and wild animals, sustaining animal populations, and preserving wildlife so as to promote welfare, breeding and parental care;
- Assists and recommends on animal management problems, conservation program structure, exhibit conditions, changes in exhibit design, diets, and/or social grouping within exhibits;
- Communicates research needs and results to the Zoo Director;
- Evaluates annual reports of conservation programs and research requests from external investigators;
- Prepares research and conservation program budget;

- Oversees the management of conservation programs or behavioral research at the Zoo;
- Develops evaluation standards for measuring the effectiveness of conservation programs;
- Personally performs, or monitors the activities of Zoo staff and volunteers engaged in promoting, educating, and fostering conservation and biodiversity of species, and strengthening of conservation messaging, outreach, and marketing;
- Collaborates with other City departments on educating visitors and increasing public awareness of the Zoo's conservation strategies and programs; and
- Prepares comprehensive proposals and applications for grant funds related to the development of the Greater Los Angeles Zoo Association (GLAZA);
- Supervises volunteers who do behavior observations; trains, schedules, and provides continuing guidance for volunteers;
- Prepares technical and other articles for scientific and commercial magazines and various zoo publications;
- Prepares statistical and narrative reports on research activities and findings, and conservation strategies and efforts; and
- Speaks before scientific, zoological, civic, private groups, Zoo officials, and Zoo patrons concerning aspects of animal research and conservation.

May occasionally be assigned to other duties for training purposes or to meet technological changes or emergencies.

Qualifications:

Knowledge of:

- The principles, concepts, and terminology of the biological, behavioral or reproductive science, conservation biology, wildlife management, or other fields related to conservation problem solving;
- Problems, techniques, methods, and procedures of planning and conducting research;
- Statistical methods and terminology;
- Laws and regulations relating to City employment, and equal employment opportunity;
- Principles and practices of supervision, including planning, delegating, reviewing, and controlling the work of subordinates; and
- Techniques for counseling, disciplining, and motivating personnel.

Ability to:

- Develop techniques for processing a variety of detailed data;
- Prepare technical and other articles for scientific and commercial magazines and various zoo publications;
- Work independently and think creatively on research problems;
- Identify new applications and areas of research;
- Travel nationally and internationally via a variety of means including hiking;

- Work outdoors in a variety of conditions and terrains;
- Work with experts in various academic disciplines;
- Deal tactfully and effectively with visiting dignitaries and guests, the media, the public, department management, City officials, and other City personnel;
- Apply sound supervisory principles and techniques;
- Plan, direct, and review the work of subordinate staff; and
- Prepare and present oral and written reports and recommendations concisely, completely, logically, and persuasively.

Requirements:

1. A doctorate degree in biological science, behavioral science, reproductive science, or in a closely related field from an accredited university; and
2. Three years of full-time paid experience in applying the principles and techniques of behavioral research or conservation management on a wide range of wild animal species.

Physical Requirements: Strength to perform average lifting of less than 10 pounds, occasionally 35 pounds, and rarely over 35 pounds; good speaking and hearing ability; and good eyesight.

Persons with medical limitations may, with reasonable accommodations, be capable of performing the duties of some of the positions in this class. Such determination must be made on an individual basis in light of the person's limitations, the requirements of the position, and the appointing authority's ability to effect reasonable accommodations to the person's limitations.

As provided in Civil Service Commission Rule 2.5 and Section 4.55 of the Administrative Code, this specification is descriptive, explanatory and not restrictive. It is not intended to declare what all of the duties and responsibilities of any position shall be.