



Job Title: Laboratory Technician
Department: Wildlife
Reports To: Lead Veterinary Technician
FLSA Status: Exempt
Effective Date: May 25, 2022

WHITE OAK CONSERVATION HOLDINGS LLC

White Oak conserves and sustains some of the earth's rarest species through sustainable conservation breeding, education, and responsible land stewardship. The conservation programs span 700 acres along the St. Marys River in northeast Florida, surrounded by 17,000 acres of mixed forest and wetlands that make up the beautiful White Oak property.

White Oak Mission:

Save endangered wildlife and habitats through sustainable conservation breeding, education, and responsible land stewardship.

Position Purpose:

White Oak is seeking a Laboratory Technician for the veterinary, conservation & research departments to help facilitate excellent animal health services.

Responsibilities

Responsible for all laboratory duties of White Oak's Elephant Endothelial Herpes Virus (EEHV) lab, including (but not limited to) performing PCR tests, elephant endocrine assays, developing lab protocols, and maintaining appropriate equipment and supplies.

Laboratory duties will take up the majority of time in this position, which may require working on weekends, holidays or evenings if needed for emergencies.

Responsibilities may also include assisting in veterinary procedures, reproductive research, and wildlife conservation projects.

Primary responsibilities:

- Responsible for performing PCR tests to monitor EEHV in elephant herd.
- Follows technical protocols and accuracy of laboratory clinical techniques.
- Ensures quality control of laboratory results.
- Performs routine maintenance, cleaning and sterility of laboratory equipment, including recalibration of equipment.
- Organize and record data, and report results in a punctual manner.

- Works alongside veterinary and laboratory technicians, and directly reports to Veterinary Department.

Additional responsibilities:

- Performs medical laboratory analyses including hematology, chemistry, parasitology, and other clinical pathological procedures.
- Assists in veterinary procedures, including pre- and post- preparations.
- Performs endocrine assays to monitor elephant reproductive hormones.
- Maintains the laboratory in a clean and professional state.
- Maintains inventory of required laboratory and office supplies.
- Collects and processes medical samples for diagnostic testing and banking for future use.
- Organize, store, and process samples in accordance to sample protocols and laboratory requirements to preserve the integrity of samples.
- Submits pathology samples to laboratory, and distributes other biological samples to researchers, universities and external diagnostic laboratories.
- Maintains cooperative working relationship with all White Oak wildlife teams to instill communication and teamwork.
- Constantly strives to further the mission and goals of White Oak.
- Implements sustainable practices in daily tasks whenever possible.
- Performs other duties as assigned.

Qualifications

- Degree in Biological Sciences, Biotechnology or Animal-science related degree required.
- Degree in Applied Science in Veterinary or Medical Laboratory Technology, graduation from an accredited Veterinary or Medical Laboratory Technology Program or equivalent combination of training / experience desired.
- Certified Veterinary Technician (CVT) certification by the state of Florida veterinary medical board or equivalent Medical Laboratory Technician certification is desired.
- Clinical, medical or research laboratory experience required.
- PCR experience desired.

- Knowledge of exotic animals and their medicine strongly desired.
- Experience in working in a zoo environment desired.
- Ability to communicate well both verbally and in writing required.
- Highly organized and detailed oriented.
- Ability to work a flexible schedule including evenings, weekends and holidays required. May be required to be on call for emergency responsibilities for clinical, lab and medical assistance.
- Ability to initiate, plan, and organize work in an efficient and cost-effective manner and without direct supervision required.
- Ability to develop and maintain cooperative working relationships with all wildlife and team members of White Oak.
- Ability to adhere to standard operating procedures, laboratory protocols, and general safety and security protocols of White Oak.
- Adhere to social media and nondisclosure protocols.
- Proof of negative TB screening prior to placement and annually thereafter required.
- Possession of a valid motor vehicle operator's license and a good driving record required.
- Ability to adhere to White Oak's drug-free workplace policy including but not limited to pre-employment, random, post-accident, reasonable suspicion and follow-up treatment required.
- Ability to successfully complete a criminal history background check annually required.

Character Competencies:

- Engagement and genuine alignment with the mission, values, and vision of White Oak
- Personal interest in, and strong commitment to, conservation, animal care and animal health
- Capacity to work effectively with, and collaborate across, multiple organizational teams
- Ability to lead and influence without authority
- Self-motivated and self-directed
- Inspiring and positive
- Effective communicator

- Motivational and encouraging
- Welcoming, personable
- Capable and knowledgeable decision making, shows good judgement – with level of independence
- Sets positive example, good conduct – safety, animal care, communications
- Flexibility and adaptability – new assignments & projects, area change
- High attention to detail and superior quality of work
- Sensitive to individual differences and supportive of a diverse workplace
- The ideal team player will:
 - o be resilient, show initiative, and demonstrate a healthy commitment to going above and beyond.
 - o focus on team success and define success collaboratively versus individually.
 - o work with colleagues in mind, be a good listener, and be willing to seek information and assistance when necessary.

Special Working Conditions:

- Must have valid drivers' license.
- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Must be able to exert up to 25 pounds of force to lift, push, pull, carry, or otherwise move objects, climb a 5-foot ladder, and work outdoors in all conditions.
- Exposure to fumes, odors, dust, moving mechanical parts and vehicles.
- Ability to work a flexible schedule which may include evenings, weekends, and holidays as well as unforeseen emergency situations.

White Oak Conservation is committed to creating an environment where diverse perspectives are welcome, and to nurturing a culture where everyone feels valued and appreciated. We are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to gender, race, color, age, national origin, religion, disability, marital status, sexual orientation, gender identity/expression, citizenship, pregnancy or maternity, veteran status, or any other status protected by applicable national, federal, state, or local law.

Job Type: Full-time

Pay: \$40,000.00 - \$45,000.00 per year