



Job Title: Conservation and Recovery Specialist
Reports To: Lead Conservation and Recovery Specialist
FLSA Status: Non-Exempt
Effective Date: September 5, 2023

White Oak conserves and sustains some of the earth's rarest wild animals through innovative training, research, education, and conservation breeding programs that contribute to the survival of wildlife in nature. The conservation programs span 600 acres along the St. Mary's River in northeast Florida, surrounded by 17,000 acres of mixed forest and wetlands that make up the beautiful White Oak property. Founded in 1982, White Oak leads professional efforts to improve veterinary care, develop holistic animal management techniques, and better understand the biology of critically endangered species by providing excellent care and managing conservation programs for over 30 species of imperiled wildlife in large, naturalistic habitats.

Position Purpose:

The Conservation and Recovery Specialist will perform as a member of the White Oak team to achieve exceptional animal care and facility care standards in their area of focus to sustain and grow White Oak's species recovery programs and achieve its conservation goals. This position has avian recovery program focus, with potential opportunities to work with other taxa such as amphibians and carnivores. Canid experience is desired but not required.

Responsibilities and Tasks:

The essential duties and responsibilities of this position include the following. Other duties may be assigned, and some duties may be shared with other personnel, or may not be assigned at all.

- Participate in the daily care of the animals in designated area, to include feeding, cleaning, medicating, observing, training and enrichment activities;
- Participate with animal restraint, incubation/hatching, hand-rearing, animal transfers, introductions, operant conditioning; area research projects; assisted reproduction in cranes; passerine mist-netting.
- Foster regular department delivery of guest engagement programs featuring wildlife populations.
- Assist veterinarian staff with animal care procedures, treatment, and sample collection, as directed by area supervisor.
- Notify supervisor of facility maintenance needs, supplies and animal feed needed in the area.
- Assist with minor animal care facilities maintenance including mowing, weed eating, pressure washing, dirt and substrate work, and limb pick up, and minor repairs.
- Report facility and equipment care needs.
- Maintain records and reports related to wildlife.
- Must accurately collect, maintain, organize, and assemble data and spreadsheets for analysis.
- Maintain, clean, and organize work and break areas, food storage, food prep, vehicles and equipment.
- Camera trapping operation, maintenance, and review.
- Responsible for the daily care of several invertebrate prey species and collection of wild invertebrate prey species.
- Observe and ensure area safety protocol, safe vehicle, and equipment operation.
- Pest management activities.
- Assist with intern training and mentoring.
- Participate in trainings including animal husbandry and management, ZIMS record keeping, research, conservation and recovery projects, and education projects.
- Championing organizational efforts in diversity, equity, inclusion, access, and belonging.
- Perform other duties that are not specifically identified above but are required to care for White Oak's wildlife populations and programs.

Qualifications:

- High School Diploma/GED required, Bachelor's degree preferred
- One year of animal/wildlife experience required.
- Species conservation program experience preferred.
- Strong oral and written communication, and
- Relevant basic computer skills
- Strong organizational skills
- Experience operating small equipment and farm machinery desired – mowers, weed-eaters, pressure washer, tractor or skid steer loader, towing utility/stock trailers.
- Flexible and adaptable
- Highly collaborative and team-oriented
- Passion for White Oak's mission and genuine appreciation for wildlife and conservation
- The ideal team player will:
 - be resilient, show initiative, and demonstrate a healthy commitment to going above and beyond.
 - focus on team success and define success collaboratively versus individually.
 - work with colleagues in mind, be a good listener, and be willing to seek information and assistance when necessary.

Special Working Conditions:

- Must have a valid drivers' license.
- Must be able to exert up to 50 pounds of force to lift, push, pull, carry, or otherwise move objects, climb a 5-foot ladder and work outdoors in all conditions.
- Must be able to work holidays, nights and weekends when required.

Guidelines for Applicants:

To receive full consideration for this position the following materials will be received:

- 1) A letter of interest describing your qualifications for the position and your interest in White Oak Conservation.
- 2) A description of your salary parameters.
- 3) A detailed and updated resumé and
- 4) three professional references.

Please email all the above listed to: White Oak Human Resources, rharris@white-oak.org

Please note: References will not be contacted until a candidate has been notified. Background checks will subsequently be performed, with candidate permission.

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.