



Job Title: Wildlife Specialist

Department: Wildlife

Reports To: Collection Manager and
Lead Keeper

FLSA Status: Non-exempt

Last Revised: May 2023

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. Mary's River in northeast Florida, surrounded by 17,000 acres of mixed forest and wetlands that make up the beautiful White Oak property. White Oak serves as a premier hub offering adults and students the opportunity to experience wildlife conservation first-hand through immersive conservation experiences and professional training programs.

White Oak Mission:

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

Wildlife Specialist: White Oak is seeking a wildlife specialist who will perform as a member of the Animal care team to achieve exceptional animal care and facility care standards in the Rhino/Ungulate Area in order to sustain White Oak's wildlife collection and conservation breeding programs.

The successful candidate will have 1-3 years of experience working with rhino, antelope, okapi, giraffes, wild equids, and wild cattle in a managed setting or zoo. The candidate will be self-motivated and an efficient self-starter with a strong work ethic, possessing strong organizational skills. The candidate will be a team player with a positive attitude, making timely and sound decisions in a team environment.

Qualifications:

- Personal interest in, and strong commitment to, conservation, animal care and animal health
- Engagement and genuine alignment with the mission, values, and vision of White Oak.
- High School Diploma/GED required, associate or bachelor's degree in animal science, wildlife management, biology, or a related field is preferred.
- Minimum of 1 year husbandry experience preferred.

Essential Responsibilities:

Husbandry:

- Participates in the daily care of animals in designated areas.
- Administers prescribed medications and supplements.
- Maintains accurate daily records and reports.
- Participates in animal wellness program.
- Participates with conservation management, including operant conditioning and area research projects.
- Understanding and knowledge of internal transfers; assists with external transports.
- Knowledge of breeding management and neonatal care

- Participates in advanced husbandry practices and medical preventative care under supervision when appropriate, such as fluid therapy and blood collections.
- Participates with health teams to conduct medical procedures and treatments.

Safety:

- Responsible for maintaining the highest level of safety in the workplace through implementation of safety protocols and procedures.
- Implement safe animal handling techniques.

Technical skills:

- Notifies management of maintenance and work order needs in the area.
- Maintains, cleans, and organizes non-animal spaces (i.e., food storage, vehicles, equipment, break room, etc.)
- Performs habitat maintenance including mowing, weed-eating, pressure washing, substrate work, limb pick up, and other minor repairs.
- Experience operating small equipment and farm machinery desired – mowers, weed-eaters, pressure washer, tractor or skid steer loader, utility/stock trailers.

Team dynamics and collaboration:

- Professionalism: possesses excellent interpersonal and communication skills necessary to establish and maintain effective working relationships with staff, professional colleagues, and the public
- Excellent problem resolution skills along with outstanding communication and active listening skills
- Able to handle multiple tasks simultaneously and to work in an environment subject to constant change.
- Effective task and time management skills.
- Participates with intern training.
- Performs other duties that are not identified above but required to care for White Oaks wildlife. Performs all other related duties as assigned with opportunity for property wide committees.

Special Working Conditions:

- Must have valid drivers' license and be comfortable driving large vehicles on and off road.
- 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 50 pounds of force to lift, push, pull, carry, or otherwise move objects, climb a 5-foot ladder and work outdoors in all conditions including Florida heat, humidity, and bugs.
- 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.

Character Competencies:

- Self-motivated and self-directed
- Effective communicator
- Sets positive example, good conduct – safety, attendance, animal care, communications.
- Flexibility and adaptability – new assignments & projects, area change
- High attention to detail and superior quality of work
- Strong organizational skills

- Sensitive to individual differences and supportive of a diverse workplace
- 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.

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.

Why White Oak?

- Opportunity to work in a beautiful, one-of-a-kind place.
- Access to White Oak amenities.
- Competitive salary with bonus potential.
- Three medical health plan options to meet your needs and your family's needs.
- Affordable Dental and Vision coverage.
- 100% company-paid Life, AD&D, Short-term, and Long-term Disability.
- 401(k) retirement plan with a company matching contribution without a vesting schedule.

To Apply:

To apply, please submit a resume or CV and a cover letter to careers@white-oak.org with the job title in the subject line.