

Employment Opportunities

600 NE Grand Ave.
Portland, OR 97232-2736
503-797-1570
www.oregonmetro.gov/jobs



Senior Animal Keeper - Birds

Oregon Zoo

Internal and general recruitment

Status:	One full- time position
Work location:	Oregon Zoo 4001 SW Canyon Rd., Portland, OR
Pay range:	Entrance rate: \$20.13; six months: \$21.92; eighteen months: \$23.70; thirty months: \$25.46/hour This position is represented by LIUNA Local 483 and is non-exempt
Recruitment number:	Zoo-0471-July09
Application deadline:	July 31, 2009 (internal) August 20, 2009 (general)

Internal applicants must be current employees of Metro or MetroERC having regular, regular part-time or temporary employment. Temporary employees employed by Metro or MetroERC must have gone through a competitive selection process for the position currently held. Regular employees must have successfully completed their initial probationary period.

Please carefully follow application procedures at the end of the announcement.

Position summary

Performs responsible husbandry duties in coordinating the daily care of exotic and domestic animals for the Bird Section of the Oregon Zoo. Assigns and inspects the work of Animal Keepers. Ensures staff and volunteer compliance with established work routines, safety practices, and Zoo policies and procedures. Performs all duties of an animal keeper and related duties as needed. Keeps assigned area in top operating condition. This position does not supervise, but provides lead direction over assigned animal keepers and volunteers. This position works under the supervision of the Assistant Curator responsible for the oversight of the Zoo's bird collection.

Essential job duties

An employee in this position must be able to perform all of the essential job duties listed below with or without reasonable accommodation; however, this list is not intended to include all of the specific tasks which an employee in this position may be expected to perform.

- Services a variety of animal environments including cleaning and disinfecting cages, yards, pools, and food and water receptacles. Checks conditions of animal environments to assess security and safety for animals.
- Performs or ensures that general husbandry tasks such as bird introductions, leg banding, wing clipping, brailing, imping, capture and/or restraint, segregation of birds for shipment, medical treatment, research or transfer to another area have been completed within established procedure.
- Sets up birds for breeding, including vent sexing, arranging compatible pairings, nest box preparation and maintenance, hand rearing chicks, artificial incubation and chick fostering.
- Prepares and feeds animals in a manner which is most likely to result in proper consumption. Initiates and provides suggestions to enrich the environment of birds.

- Coordinates and/or monitors the animal care program, established collection plan, and facility maintenance for an assigned area. Maintains exhibits that incorporate water filtration systems. Assists in California Condor capture/restraint, shipments, behavioral observations, research and egg incubation.
- Develops a thorough knowledge and understanding of each animal's behavioral characteristics. Observes birds to identify normal and abnormal avian behavior, reproductive behavior, eating habits, health problems, injuries, adjustments to diet changes or response to medication.
- Develops animal behavior training to facilitate routine husbandry, veterinary care, and research and conservation objectives. Plans and coordinates duties associated with the transfer, introduction and treatment of animals. Involved in corrective actions by initiation or cooperation.
- Schedules and reviews work of keepers for conformity to prescribed procedures and techniques. Counsels keepers on minor or routine animal care performance. Provides input to supervisors to address employee performance deficiencies.
- Assigns workloads to scheduled Animal Keepers in area of responsibility to obtain maximum effectiveness. Develops work plans, coordinating input from other animal management staff.
- Trains animal keepers in routine and complex procedures, including data collection for research programs.. Familiarizes assigned animal care staff with area procedures manual. Maintains compliance with USDA and AZA rules, regulations and guidelines. Assists in developing work plans to improve workplace efficiency.
- Trains animal keepers in safety and monitors conformance with Animal Area Procedures, established safety procedures, Metro Personnel Code, Oregon Zoo policies and applicable state and federal regulations including USDA Animal Welfare Act and relevant OSHA standards.
- Responsible for compliance with division's standardized animal record keeping system. Develops record keeping systems and utilizes records diagnostically to solve animal husbandry problems and issues.
- Substitutes for Collection Managers when necessary to insure proper daily staffing. Represents division's interest as Keeper-in-charge as assigned.
- Communicates and coordinates with other Senior Keepers on areas of overlapping responsibility and communicates with area keepers to keep them informed concerning the operation of the area and the Zoo. Submits written regular reports on status of areas of responsibility
- Assists Curatorial staff in developing and updating collection plan for area of assignment. Implements animal breeding programs in accordance with collection plan under the guidance of Curatorial staff.
- Responds to conservation/husbandry requests and surveys, as assigned.
- Coordinates and facilitates approved needs of other Zoo divisions in animal area of responsibility.
- Works closely with veterinary staff to ensure proper health care including understanding and following treatment regimens. Administers medications as prescribed by veterinarians or facilitates the administration by veterinarians.
- Promotes welfare of animal collection by effective communication of needs of program to curatorial and veterinary staff. Objectively represents alternative views of other Animal Keepers within the area and facilitates communication of pertinent information. Implements agreed upon plans to address problems or issues.
- Assists with and facilitates donor tours and fund raising events.
- Assists with development of operation programs to meet the standard of the industry for accreditation, education and conservation, including environmental enrichment, staff training, animal training, safety and husbandry. Develops or assists with the development of materials for educational purposes and presents educational materials to the public.
- Facilitates the implementation of zoo approved research and conservation projects, working closely with research investigators, regulatory agencies and other research partners.

Minimum Requirements

Bachelor of Science in biology, zoology or related field. Three years animal care experience in a zoo, primate center, wildlife preserve or related facility in a lead capacity, training, and planning experience, plus experience with animal behavior training and implementing environmental enrichment for captive animals; or any combination of education and experience which provides the applicant with the knowledge, skills and abilities required to perform the job. Experience with, and a working knowledge of birds of all taxa required. Experience working with California Condors, penguins, passerines, psittacines, raptors and ciconiiformes preferred.

Knowledge, skills and abilities

- Thorough knowledge of birds of all taxa, animal natural biology, and avian natural history as it relates to captive husbandry.
- Thorough knowledge of the procedures, material, and equipment used in cleaning animal holding and exhibit areas.
- Thorough knowledge of the occupational hazards involved and the safety precautions necessary in the area of work assignment.
- Knowledge of diet management in mixed species aviaries and proper nutrition to mitigate risks of diet related complications.
- Considerable knowledge of exotic and domestic animal husbandry practices and methods and animal behavior as an indication of general health, reproductive potential and well being.
- Knowledge of animal behavior training theory and environmental enrichment techniques.
- Knowledge of and ability to use leadership skills and work planning methods to foster a positive team environment for zoo staff.
- Skill in developing work plans based on established program goals and research programs.
- Skill in making thorough animal observations, documenting observations, and interpreting findings in terms of anticipating problems or responding to problems with appropriate activity.
- Skill and ability at fostering team work, soliciting input from co-workers and serving as team leader.
- Ability to instruct others in training procedures.
- Ability to act in a lead capacity, directing all aspects of an established research program, assisting with establishing procedures and protocols, and enforcing established procedures and protocols to ensure a safe working environment.
- Ability to train employees in all aspects of handling, husbandry and safety with a wide variety of species.
- Ability to assign tasks, review and inspect the work of Animal Keepers for conformity with established procedures and standards.
- Ability to develop record keeping systems and to keep comprehensive and accurate records
- Ability to perform heavy manual labor for extended periods, often under inclement weather conditions.
- Ability to understand and follow written and oral instructions
- Ability to work with, and be comfortable around exotic and sometimes dangerous animals, and to react quickly and properly to hazardous conditions.
- Ability to communicate, establish, and maintain effective working relationships with other employees, volunteers and to meet and deal courteously with the public.

Benefits: Metro provides generous health care benefits that vary depending on the plan the employee chooses, bargaining unit affiliation, and employment status. Metro participates in the Public Employees Retirement System (PERS). Employees hired after August 2003, who have not previously worked in a PERS benefited position will participate in the OPSRP program; eligibility for OPSRP generally begins the first of the month after working 6 full months.

Immigration law notice: Only US citizens and aliens authorized to work in the United States will be hired. All new employees will be required to complete and sign an employment eligibility form and present documentation verifying identity and employment eligibility.

Equal employment opportunity: All qualified persons will be considered for employment without regard to race, color, religion, sex, national origin, age, marital status, familial status, gender identity, sexual orientation, disability for which a reasonable accommodation can be made or any other status protected by law. Assistance will be gladly provided upon request for any applicant with sensory or non-sensory disabilities.

Veterans' preference: Under Oregon Law, qualified veterans may be eligible for veteran's preference in application for Metro/MERC positions. If you are a veteran, or disabled veteran, and would like to be considered for a veteran's preference for the job for which you are applying, check the appropriate box on the Metro application. If an application is not requested as part of the application process, indicate your desire for veteran's preference consideration in your cover letter. **To qualify**, veterans must provide appropriate documentation along with their application materials before the application deadline date listed on the job announcement: Veterans: Fill out and submit 1) a Metro Veterans' Preference Form and 2) a copy of your DD-214 or DD-215 indicating discharge status. Disabled Veterans: Fill out and submit 1) a Metro Veterans' Preference Form and 2) a copy of your DD-214 or DD-215 indicating discharge status, and 3) your public employment preference letter from the US Department of Veterans' Affairs.

Application procedure

This position opens to internal and general candidates on July 20, 2009.

To apply, submit the following

1. Metro/MERC standard application form
2. Applicant contact information form (located on page 3 of the application)
3. Responses to the required supplemental questions listed below

Note: If you do not include all of these materials, your application will be incomplete and will not be considered.

Required supplemental questions

- All applicants must submit a written or typed response to each of the following.
 - The responses must be addressed individually and included with the application on a separate sheet(s).
 - Write your telephone number, including the area code, in the upper right corner of each page, but not your name.
 - Your responses will be used as part of your application evaluation.
1. **Discuss your experience raising chicks across a variety of taxa. What kind of problems, or potential problems, have you encountered? Describe the concerns you might have peculiar to raising penguin chicks.**
 2. **What steps might you take to help expand the Oregon Zoo's role as a leader in bird exhibition, husbandry and conservation?**

Submit your application

Deadline: 5 p.m., July 31, 2009 (internal)
5 p.m., August 20, 2009 (general)

E-mail: jobs@oregonmetro.gov
Please include the word "Application" in the subject line of your e-mail. Electronic attachments must be in MS Word or PDF format. We are unable to download ZIP files.

Mail or drop off: Metro Human Resources Department
600 NE Grand Ave, Portland, OR 97232

Fax: 503-797-1798

Important notes about your application

- Applications received after the deadline will not be considered.
- The date and time of our e-mail/fax system will be used to determine if application materials are received by 5 p.m. on the deadline.
- Any unsolicited materials will be discarded. All materials submitted become the property of Metro and will not be returned.

Follow-up

After the application deadline, it usually takes about three to four weeks before the hiring manager selects those individuals who will be interviewed. You can find out the status of a position for which you've applied by: (1) calling the job hotline at (503) 797-1777 and listening for the recruitment update prompt; (2) accessing Metro's website at www.oregonmetro.gov/jobs and clicking on the Recruitment Status Updates link. Weekly recruitment status updates will be posted on the job hotline and web site every Friday. When accessing recruitment updates, you will need to know the title of the job for which you applied.

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