



SEATTLE AQUARIUM

Director of Life Sciences

Posted:	Open to internal and external applicants
Reports to:	Chief operating officer
Status:	Full-time, exempt, benefitted
Hours of work:	Monday–Friday, standard work week with flexibility for evenings, weekends and travel as required
Date needed:	May 2019
Posting expires:	February 15, 2019

Another Source's client, Seattle Aquarium, is recruiting a director of life sciences to join their team.

Here's a little about Seattle Aquarium and the position they are seeking to fill:

About the organization:

The Seattle Aquarium is a respected authority on Puget Sound, the Salish Sea and the world's one ocean. Our passionate staff increases awareness and drives the change needed to preserve and protect our marine environment through a variety of channels including: a compelling exhibit experience and engaging daytime and evening events; conservation education programs for people of all ages and backgrounds; community outreach to underserved populations; research that advances understanding of animals in our care and their counterparts in the wild; advocacy and policy work; an award-winning volunteer program; strong and consistent marketing efforts; and more.

We're noted for our collaborative, communicative and team-oriented working environment. Our values, developed in conjunction with our staff, include commitments to adopting and promoting sustainable practices; creating awe-inspiring experiences; constantly learning and improving; fostering an inclusive community; maintaining scientific credibility through evidence-based practices; and honoring our unique place by using our location and history as a lens for larger understanding.

Proudly accredited by the Association of Zoos and Aquariums, we're the eighth-largest aquarium in the U.S. by attendance and we welcome over 850,000 people through our front doors each year. Guided by our mission of *Inspiring Conservation of Our Marine Environment*, we've developed a master plan to substantially increase in size and impact by opening a new exhibit building, the Ocean Pavilion. Our current annual budget is \$18 million.

See the Seattle Aquarium in action:

Octopus release: <https://www.youtube.com/watch?v=D1-sSxK74Sk>

Live sea otter cam: <https://www.youtube.com/watch?v=cIXbv32GLcM>

The role of director of life sciences:

The Seattle Aquarium is looking for the next director of life sciences to join the team. This senior leadership position reports to the Aquarium COO and is an integral part of the Aquarium's executive team. The director is responsible for managing all aspects of animal husbandry and welfare and is a member of the Aquarium conservation leadership team. We are searching for a candidate who values collaboration, brings creative ideas forward and helps staff develop and excel in their roles. As the organization moves toward expansion and building of the new Ocean Pavilion, the director will play a significant role in the design and planning of our newest exhibit space.

Essential functions:

- Oversee general welfare, maintenance and husbandry of the living collection to ensure the highest standards of care. Work closely with husbandry, research, veterinary, exhibitry and life support personnel to safely showcase the living collection at the highest level possible.
- Serve as an active and collaborative member of the executive team to manage and evaluate day-to-day and long-term operations of the Seattle Aquarium.
- Serve as an active member of the Aquarium's conservation leadership team (director of life sciences, director of conservation programs & partnerships, director of conservation engagement & learning, COO).
- Oversee the Aquarium's Association of Zoos and Aquariums (AZA) accreditation process, ensuring the organization is current and up to date with all requirements and regulations.
- Prepare and manage departmental budget, ensuring effective and responsible fiscal practices.
- Oversee the planning and development of the institutional collection plan. Oversee compliance with federal, state and local regulatory agencies as they pertain to the animal collections and exhibitor license.
- Oversee and manage dive safety office and dive operations budgets; represent the integration of dive training and activity across departments and uphold safety practices and routine operational standards.
- Collaborate with the conservation programs and partnerships department to develop and implement cross-departmental field conservation, research and wildlife rehabilitation programs.
- This position must establish themselves as a representative of the Seattle Aquarium and pursue leadership roles within the AZA.
- Play a central role in establishing a vision for future exhibits, setting standards for balancing the life support needs of the collection with the educational needs of the audience, and developing policies and practices related to the organization's conservation mission.
- Partner with the philanthropy department to secure additional funding for the Aquarium's conservation programs. Work closely with the board of directors for day-to-day operations and long-term planning.

Supervision:

- Manage the life sciences team, consisting of 22 full-time and five part-time employees as well as various animal care and dive volunteers; directly supervise curator of birds and mammals, curator of fish and invertebrates, senior veterinarian and dive safety officer. Significant team growth is expected in the next five years as the organization expands.
- Leverage strengths of life sciences team members, help to clarify roles and responsibilities, and develop and implement training programs to maximize and reach optimal individual and organizational goals.
- Provide leadership in strengthening internal communications with staff at all levels throughout the organization; create and promote a positive, supportive and inclusive work environment.
- Ensure staff and volunteers are managed in a manner consistent with institutional values and HR policy. This includes actively examining life sciences practices and policies using an equity lens, making changes where needed to continually improve accessibility, and inclusion for staff and all audiences.

Skills, abilities and other requirements:

- Strong interpersonal, collaboration and team-building skills; builds consensus among teams with different priorities to keep work moving forward positively and collaboratively.
- Strong management and supervisory skills; shows managerial courage while balancing staff and organization needs.
- Comfortable moving in and speaking to a variety of circles including educational, scientific communities, the political arena, the business community, the press, and with the general public.
- Works well under pressure with multiple deadlines and priorities.
- Clear understanding of a variety of computer software programs including Microsoft Office Suite (Outlook, Word, Excel, Teams, etc.). Familiarity with TRACKS or ability to learn within six months.
- Familiar with the principles of aquatic animal exhibitry design and display; working knowledge of water chemistry as it relates to life support systems.
- Extensive knowledge of aquatic animal husbandry and water quality parameters.
- Certified scuba diver preferred; at minimum clearly understand the dangers and safety issues associated with scuba diving.

Education and experience:

- A minimum of 10 years full-time experience managing at an AZA-accredited aquarium, demonstrating levels of increased responsibility.

- Experience planning and building large-scale exhibits, ideally with warm-water species requiring life support systems.
- B.A./B.S. degree in marine biology, zoology, fisheries or related field. M.A. preferred.

Salary and benefits:

Salary dependent on experience. Please include salary requirements in cover letter. Full-time staff are eligible for the Seattle Aquarium's comprehensive benefits package which includes medical, vision, dental (subsidized dependent coverage also available), HRA, FSA, life insurance, short- and long-term disability, subsidized transit (ORCA) pass, Family Plus Aquarium membership and generous paid time off.

How to apply:

The Seattle Aquarium is a progressive, equal opportunity employer that values a diverse workforce. Please include a one-page letter of interest and résumé. Application review will begin immediately. All candidates are encouraged to apply. To read a full job description and to apply, visit: <https://app.jobvite.com/j?aj=oQ9g9fw8&s=SeattleAquarium>

Note: Must pass a background check, upon job offer, to be eligible for this position.

The Seattle Aquarium has partnered with Another Source, an external recruiting firm, to assist in the hiring process for this position. Another Source works with their clients, on a retained project basis, to maximize the recruiting process. Inquiries about this position should be directed to:
Another Source
Website: anothersource.com
Phone: (206) 241-8906