



CITY OF LOS ANGELES

INVITES YOUR INTEREST IN THE POSITION OF

DEPUTY DIRECTOR

OF ANIMAL WELFARE & LEARNING & ENGAGEMENT

LOS ANGELES ZOO & BOTANICAL GARDENS



THE OPPORTUNITY

The Los Angeles Zoo is seeking a visionary, dynamic, collaborative leader with a proven track record to oversee the Zoo's animal welfare, animal care, animal health and learning and engagement programs, and to assist with managing the Los Angeles Zoo and Botanical Gardens (LA Zoo) as Deputy Director of Animal Welfare and Learning and Engagement.

The Deputy Director will assist with carrying out a bold vision for the LA Zoo, with a progressive approach and deep understanding of animal welfare in the 21st century. This executive must be an exceptional leader who develops, embraces, models, inspires and communicates the Zoo's mission, vision and goals, as well as directly manages specific divisions and functions. The Deputy Director must provide leadership that ensures the Zoo's vitality and success in institutional planning and the implementation of strategic initiatives. Most importantly, the Deputy Director must be driven by a passion for the mission of the LA Zoo and increase our capacity to provide excellent care so the animals can achieve exceptional animal welfare based on the latest relevant research and the application of best practices. This position may serve as the Acting Director in the Zoo Director's absence.

ABOUT THE ZOO

The Los Angeles Zoo and Botanical Gardens, located in one of the nation's largest urban parks, Griffith Park, is a destination for nearly two million visitors annually, a global conservation leader, a hub for environmental sustainability, a regional gateway to nature, and a welcoming place for all. The Zoo embodies caring for one another, our planet, and our shared experiences, and the Zoo department has developed a [Vision Plan](#) to build on past successes in order to further transform the Zoo into an environmentally sustainable, world-class destination and wildlife conservation center.

The LA Zoo is accredited by the Association of Zoos and Aquariums (AZA) and is home to more than 1,400 mammals, birds, amphibians, and reptiles representing more than 270 different species, of which more than 58 are endangered. In addition, the Zoo's botanical collection is comprised of several planted gardens with more than 800 different plant species and approximately 7,000 individual plants. The Zoo is owned and operated by the City of Los Angeles. The Zoo Commission serves in an advisory capacity to the Zoo. It is comprised of five Mayoral appointees and an ex-officio member. In addition, the Zoo works in partnership with the Greater Los Angeles Zoo Association (GLAZA), a 501(c)3 non-profit organization that has been providing financial support for the Zoo's programs and capital projects for more than 50 years.

EXPERIENCE & QUALIFICATIONS

A Bachelor's degree or higher from a recognized four-year college or university **AND** at least five years of management experience in an AZA-accredited zoo or aquarium working with a diverse collection of species. An advanced degree is highly desirable.

Demonstrated knowledge and understanding of animal welfare and wellness assessment, progressive zoo management concepts, the value of learning and engagement programs, zoology, animal biology, species conservation, wildlife care, conservation education or management experience working with individuals with that expertise or in an organization devoted to those fields are strongly encouraged to apply.

COMPENSATION & BENEFITS

The annual salary range is \$135,636 to \$198,276. A highly competitive benefits package includes an independent retirement plan to which both the employee and the City contribute; a multi-option deferred compensation plan; generous vacation and sick leave; 14 paid holidays per year; a flexible benefits plan including multi-option health, dental, and vision coverage; and family and domestic partner leave. Reimbursement of relocation expenses may be considered.

The position of Deputy Director of Animal Welfare and Learning and Engagement for the Los Angeles Zoo is an exempt, at-will executive position. The incumbent will not accrue any civil service tenure, contractual employment rights or due process rights. The Deputy Director is appointed by the Zoo Director.



ABOUT THE CITY OF LOS ANGELES

As the second largest city in the United States, with over four million residents in an area covering 470 square miles, Los Angeles is perhaps the most culturally diverse city in America with sizable populations from over 140 countries with 224 identified languages spoken in its households. The City's physical form is as varied as its people and includes beaches, rivers, valleys, and mountain ranges that together form an eclectic array of communities.

The City is a global leader in innovative and sustainable practices across many areas of municipal services. The City is a Charter City governed by a mayor-council system, with a Mayor elected directly by the people to a four-year term with a two-term limit, and 15 City Councilmembers elected by districts to four-year terms with a three-term limit. The entire municipal organization, which includes all city operations, is comprised of 41 operating units and 3 proprietary departments. Departments are under the leadership of a General Manager, appointed by the Mayor, and each serves in an at-will capacity. The City has more than 50,000 employees and an annual budget of more than \$17 billion.

DESIRED CHARACTERISTICS

- Have strong leadership abilities and superior interpersonal and communication skills, with a capacity for managing and leading people with diverse backgrounds, views, and work styles
- Demonstrate knowledge and understanding of implementing progressive management in zoo animal care standards and practices
- Demonstrate the ability and capacity to develop and nurture the next generation of animal care professionals
- Proven ability to display the competencies of strategic thinking, development of self and others, and ability to deploy and align organizational strategies and objectives
- Possess a track record of recognized and demonstrated leadership, accomplishment, superior performance, and of working collaboratively with public officials and groups within the zoo management profession
- Team builder who makes it a priority to empower, coach, mentor, and recognize staff to increase their individual and shared capacity for success
- Maximize the welfare of the animals in the care of the LA Zoo by collaborating with governmental leadership and partners to apply the most up-to-date research and advanced understanding in animal care, zoo husbandry, zoo management, and exhibit design at the LA Zoo to ensure each individual animal thrives
- Demonstrate the capacity to build coalitions among diverse interests to further the development and implementation of a comprehensive animal welfare and learning and engagement program
- Care deeply about fostering a culture of ongoing learning, collaboration, innovation, creativity, and community engagement
- Have the skills necessary to define a direction, inspire teamwork, adapt to rapidly changing environments and issues, and facilitate change

TO BE CONSIDERED

Electronic submittals are required. Interested candidates should immediately submit a resume, cover letter, and five work-related references (include name, job title, affiliation, and telephone number) to:

City of Los Angeles Personnel Department
Attn: Leonard Torres
Executive Recruitment
Email: per.execsearch@lacity.org

(Note: When e-mailing your application material, the subject line should reflect your Name and the Job Title you are applying for.)

Questions may be referred to Leonard Torres at (213) 473-9394 or Art Irigoyen at (213) 473-9134.

Interested applicants should submit their resume package as soon as possible. The search may close on February 18, 2020 or when a sufficient candidate pool is achieved.

In order to be considered, resumes must include: A description of the size and function of the organizations managed; description of your role in the organization; at least one major professional accomplishment in which you played a key role; and any relevant experiences or unique characteristics which could further qualify you for this position.

Upon submission of the application documents, applicants may be asked to complete a supplemental questionnaire. Only the most qualified candidates will be invited to the next phase of the selection process, which may include a written exercise and an interview. Interviews are anticipated in late March.

