

# European Association of Zoos and Aquaria

## Vacancy: Assistant Population Biologist



EAZA, the European Association of Zoos and Aquaria, represents and links 400 zoos, aquariums, national zoo associations and other organisations in more than 40 countries. In addition to furthering the professional standards of our members regarding the care and accommodation of the animals kept in their collections, EAZA also facilitates cooperation in our key mission areas of conservation, education and research. More than 140 million visits are made to EAZA Members each year. EAZA runs 405 population management programmes (EEPs/ESBs) that are overseen by 39 EAZA Taxon Advisory Groups (TAGs).

The EAZA Executive Office is based at Artis Zoo, Amsterdam, The Netherlands. A permanent staff of thirteen people, plus three others located off-site is responsible for the day to day running of the Association, with activities divided mainly across two departments: Communications and Membership and Collection Coordination and Conservation. Implementing the EAZA Strategic Action Plan 2017-2020, the number of staff will grow in the next few years.

### Job Description

The position of EAZA Assistant Population Biologist is initially for a fixed one year contract period with the option to extend. He/she will work for the Collection Coordination and Conservation department and reports to the Population Management Centre Manager. The EAZA Assistant Population Biologist's main role is to assist EAZA's Population Biologists in their roles supporting the EAZA Taxon Advisory Groups (TAGs) and EAZA Ex situ Programmes (EEPs) with defining goals and setting population management targets, producing long-term management plans for EEPs and providing technical population management advice, as such contributing to achieving increasingly sustainable populations for EAZA.

The EAZA Assistant Population Biologist is expected to contribute to the process of preparing for the implementation of EAZA's new population management structure and developing EAZA's Population Management Centre.

### Duties and Responsibilities

#### Population management

- Provide assistance with the preparation and publication of Long Term Management Plans (LTMPs)
- Provide assistance with the preparation and publication of Regional Collection Plans (RCPs)

- Assist the population biologist team with providing population management advice to EEPs and ESBs both strategically (goal setting, master planning) and to day-to-day questions related to population management software and interpretation of data analyses.
- Run quick population assessments as part of the EEP evaluation process, ensuring a qualitative assessment of each programme.
- Teach in the EAZA Academy Breeding Programme Management Courses.

### **General**

- Contribute to various ongoing tasks in the Collection Coordination and Conservation department as appropriate and needed.
- Where relevant, assist with preparation related to conferences and other general tasks in the office;
- Contribute to ensuring the communication and publication of related information to the membership (e.g. by publication in eNews, Zooquaria, EAZA website, Journal of Zoo and Aquarium Research, etc.);

## **Required Qualifications and Experience**

### **Education**

A degree in a related discipline such as zoology or biology is required for the Assistant Population Biologist position. It is beneficial if the candidate is educated to a Master (MSc) degree level or equivalent.

### **Experience**

- Candidates must have a minimum of two years' relevant work experience within the zoo and aquarium community. Work experience including small population management and breeding programme management is preferred;
- Candidates must have experience with small population management theory and tools (SPARKS, PMx, ZIMS);
- A proven ability in public speaking is essential;
- Experience with standard office word processing and spreadsheet packages is essential;
- Experience of project management and working in a multidisciplinary team environment is preferred;

### **Skills**

- The ability to work effectively to deadlines and under pressure is paramount;
- Excellent project management skills;
- Fluent written and spoken English is essential. The ability to communicate in another European language is preferred;
- The ability to think strategically and creatively;
- The ability to initiate new ideas and take the initiative in response to challenges and opportunities;
- The ability to explain and teach complicated technical matters in simple terms to non-specialists;

- Candidates must have excellent interpersonal skills and the ability to work across multiple cultures.

## **Employment Conditions**

The position of Assistant Population Biologist is a full-time post working five days a week (38 hours) based at the EAZA Executive Office in Amsterdam. The successful candidate will be expected to work weekends and outside normal working hours where required, for example at conferences. There is a holiday allowance of 25 days a year and a company pension is available. The contract is initially subject to a one year fixed period, with a probation period of one month.

## **Applications**

Applications should include a covering letter and a full CV with references. All applications are to be sent by email to [info@eaza.net](mailto:info@eaza.net) for the attention of Mr. Danny de Man, Collection Coordination and Conservation Manager of EAZA with the subject line "EAZA Assistant Population Biologist – Name of applicant".

**Application deadline: 31 October 2017.**

Interviews for the position are scheduled to take place during the week 6-10 November at the EAZA Executive Office in Amsterdam

We thank all applicants for their interest; however, only candidates short-listed for interview will be contacted.