

ESTABLISHED 1917

RESEARCH CURATOR

The Curator of Research plans, directs, and coordinates scientific research within the Cleveland Metroparks Zoo, including staff research project development and supervision, recruitment and supervision of research projects by affiliated scientists, conducting independent research, and serving as liaison with area universities in developing cooperative research programs. The Curator of Research also advises graduate students, procures and manages research grants, oversees the zoological endocrinology laboratory, and directs the Zoo's interdisciplinary research program as well as participates as a member of the Zoological Programs Management Team.

ESSENTIAL FUNCTIONS

- Oversees research at Cleveland Metroparks Zoo and assures all scientific studies adhere to the Zoo's research policy and are conducted in accordance with local, state, and federal regulations. Reviews, compiles and coordinates reviews by animal care and use committee of internal and external research proposals; coordinates with Zoo staff to organize sample and data collection; trains graduate research associates to assist with data collection, biomaterials shipping, and project review; communicates with project principal investigators regarding project progress; works with Director of Conservation and Science to develop the Zoo's Research Manual and Guidelines; prepares annual research report for Zoo and for AZA.
- Directs Zoological Endocrinology Laboratory program. Develops and oversees annual budget; develops new tools and techniques to monitor hormones in wildlife and contributes to the science of sustainable population management; uses hormone monitoring and interprets complex hormone graphs to inform animal care staff about reproductive, health and welfare status of animals in Zoo's care and across zoos; trains students and volunteers on endocrine techniques; oversees Endocrinology Lab Manager; develops, funds, and implements single and multi-institutional research proposals.
- Effectively supervises assigned employees, including the following:
 - Interviews, selects and trains employees;
 - Coaches employees in proper job performance techniques and procedures;
 - Directs work of employees and sets/adjusts hours of work;
 - Maintains records on employee productivity and appraises employees' productivity and efficiency to recommend promotions or other changes in status;
 - Handles employee complaints and disciplines employees when necessary;
 - Apportions work among different employees;
 - Monitors or implements legal compliance measures;
 - Determines the type of materials, supplies, or tools to be used by employees and controls the flow and distribution of materials and supplies; and
 - Provides for the safety of employees and the property of Cleveland Metroparks.
- Regular and predictable attendance is expected and required. All Cleveland Metroparks employees must be prepared to work flexible schedules, including evenings, weekends, and/or holidays as required.
- Serves as liaison with universities to increase utilization of the zoo by area students. Serves as adjunct faculty at universities; advises graduate students at universities; facilitates or provides course instruction as needed and facilitates class visits to Cleveland Metroparks Zoo as needed.
- Fulfills assigned public-oriented responsibilities and responds to inquiries from the public, professionals, and outside organizations pertaining to Zoo research programs. Provides donor tours and participates as featured speaker at Zoo and Zoo Society events and at local universities; responds to email or phone inquiries from principal investigators and the public pertaining to research at the zoo.
- Coordinates to develop grant proposals and participates in the planning and execution of grants once awarded. Develops innovative ideas and generates preliminary data for grant proposals; writes and submits grant proposals; executes and manages funds and personnel for awarded purpose, completes research project related to award, and disseminates results.
- Attends conferences and events and engages and educates others. Attends scientific conferences and participates on boards and committees; lectures at local universities, serves as adjunct faculty at universities and advises graduate students; publishes relevant papers; participates in Zoo and Zoo Society-related public and fund raising events by serving as an expert in the field; engages donors by sparking interest in the Zoo's research programs and expertise; meets with visiting conservation partners and scientific collaborators as appropriate.

- Trains personnel and affiliated students to conduct research. Makes decisions about which students to take on; develops projects and areas of focus; trains students on scientific techniques, time and people management, professional and communication/presentation skills, grant writing, data collection and analysis; meets weekly to monitor progress; completes performance evaluations.
- Participates in the management and welfare of the Zoo's animal collection. Attends various animal welfare committee and animal management meetings; provides reproductive information and evaluations; serves as a liaison in connection to various research specialists throughout the country; participates in zoo strategic planning and exhibit design.
- Keeps direct supervisor promptly informed of key/significant issues or concerns.
- Carries out duties and responsibilities in a safe and efficient manner to maintain a safe work environment and surrounding area for oneself, co-workers and public. Responds to hazardous situations and/or potentially unsafe conditions by taking corrective action as capable and promptly notifying supervisory personnel.
- Updates and enhances own knowledge by involvement in continuing education for professional growth (i.e., attends relevant conferences, seminars, in-service trainings, and certification programs)
- Performs related duties as assigned or apparent.

QUALIFICATIONS

- Master's degree, PhD preferred, from an accredited college or university in zoology, biology, endocrinology, animal behavior, or related field. Minimum of five years of progressively responsible related experience, including fellowships or college-level teaching experience, or any equivalent combination of education, training, and experience that provides the requisite knowledge, skills, and abilities for this job. Experience conducting research in a zoological park preferred.
- Must possess and maintain a valid driver's license under the laws of the State of Ohio
- Ability to perform and experience performing enzyme immunoassays (EIA) required and radio immunoassays (RIA) preferred.
- Proven record of grant development and scientific publication preferred.
- Ability to develop and maintain effective working relationships with stakeholders, including employees and the general public.
- Ability to speak and write clearly, concisely and persuasively using correct grammar, spelling and punctuation with ability to communicate one-on-one or in group settings.
- Ability to perform work with a high degree of accuracy and organization.
- Management skills and strong business acumen, including problem solving, vision, ability to manage multiple programs and meet deadlines, collaboration, leadership, decision making and ability to analyze diverse facts and develop clear and concise reports and recommendations.
- Ability to work cooperatively with others.
- Proficiency in software programs including all Microsoft Office programs.
- Mature professional attitude and considerable discretion, including ability to manage confidential information.
- Ability to perform with considerable independence and initiative.
- Must be non-smoker/tobacco user.

DATE POSTED: 7/29/16

FILING DEADLINE: 8/26/16

FULL SALARY RANGE: \$70,502-\$98,703 annually; Typical Hiring Salary: \$70,502-\$84,603 annually

TO APPLY: *Your cover letter must clearly explain how your skills and experience align with the above job qualifications.*

**E-mail résumé referencing job #16113 to:
resumes@clevelandmetroparks.com**



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Cleveland Metroparks is an Equal Opportunity Employer committed to a diverse and talented workforce.

For a complete listing of available positions call 216-635-3211, (24 hour hotline) or visit the employment website at clevelandmetroparks.com/careers