Exhibits Technician II - Animal Keeper- Mammals #02050  
City of Virginia Beach – Job Description  
Date of Last Revision: 02-12-2016  

FLSA Status: Non-Exempt  
Pay Plan: General  
Grade: 17  

City of Virginia Beach Organizational Mission & Values  
The City of Virginia Beach exists to enhance the economic, educational, social and physical quality of the community and provide sustainable municipal services which are valued by its citizens. The City of Virginia Beach organization is based upon a belief in the democratic process of government. This belief provides meaningful ways for citizens, reflecting the diversity of our City, to contribute to the development of public policy. This process is enhanced by organizational values which guide member performance within the Virginia Beach Quality Service System. These Values define our desired organizational culture. We value quality customer service; teamwork; leadership and learning; integrity; commitment; and inclusion and diversity.  

Class Summary  
Assist in the management of routine husbandry and health maintenance of live animals, including Harbor seals, North American River otters, and various small mammals under the direction of the Exhibits Technician III, Curator of Mammals, and Director of Live Exhibits.  

Representative Work Functions and Responsibilities  
Provide for the needs of all animals and habitat systems in assigned areas through regular daily feedings, maintenance of exhibits and support areas, and participation in behavioral management applications under the direction of the Exhibits Technician III, the Curator of Mammals, and the Live Exhibits Director.  

Assist in managing the day to day efforts of the Virginia Aquarium’s Harbor Seal Interactive Programs including our Harbor Seal Splash and Seals Behind the Scenes programs under the direction of the Exhibits Technician III, the Curator of Mammals, and Director of Live Exhibits.  

When directed, participate in Aquarium related programs including facility tours, lectures and fee-based animal interactive programs.  

Assist Exhibits Technician III and Curator of Mammals with staff hiring, animal acquisitions, and behavioral management of the mammal collections and in the construction, maintenance, and repair of live exhibits and animal habitats. Assist in supervising, training, and scheduling of mammal section employees, volunteers, interns, and fellows under the direction of the Exhibits Technician III, Curator of Mammals, and Director of Live Exhibits.  

Maintain the highest standards of care for our collections ensuring compliance to US Department of Agriculture (USDA) / Animal and Plant Health Inspection Service(APHIS) animal welfare standards and adherence to the standards and guidelines of the Alliance of Marine Mammal Parks and Aquariums (AMMPA) and International Marine Animal Trainers Association (IMATA).  

Assist with administering treatments as directed by curatorial and/or veterinarian staff.  

Maintain accurate records on all husbandry and training activities including water testing activities, animal health maintenance and observations, acquisition/disposition, and mortalities.  

Maintain exhibit quality standards through regular maintenance and cleaning activities; keep service areas and personal work space clean and organized; and report mechanical issues and failures to supervisors in a timely fashion.
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Other duties may include participation in collection and quarantine activities as directed, scientific research, exhibit upgrades through enhancements and changes to exhibit and associated life support systems.

Cross-train with other exhibit sections.

Participate in SCUBA diving operations for the purposes of exhibit maintenance, and animal husbandry related procedures, when caring for those animals living in water habitats deeper than three (3) feet.

Perform other job duties requiring skills, knowledge and physical requirements as demanded by those duties described. Individual assignments will be determined by the supervisors based on their current workloads and department needs.

**Performance Standards**
Perform detailed husbandry tasks related to welfare of the mammal collection under the direction of senior staff. Must compile reports with satisfactory degree of accuracy and adequately communicate the Aquarium's mission to the general public. Must be able to effectively lead, train, and assist other staff, interns, and volunteers in relevant tasks.

**Minimum Qualifications**
High school or GED plus four (4) years’ experience in a related field such as biological sciences, animal behavior, psychology, zoology, or other related field that provides the required knowledge, skills and abilities; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

Must have, or obtain, a current and valid Virginia or North Carolina driver’s license in accordance with Virginia or North Carolina DMV driver’s license eligibility requirements.

**Preferred Qualifications**
Completion of a four-year Bachelor’s degree in biological sciences such as psychology, zoology, biology or marine biology, aquarium science, fisheries, or related field.

Experience in the care and behavioral management of marine and aquatic mammals including pinnipeds, North American otters, and terrestrial small mammals in an accredited museum, aquarium, or zoological facility.

Experience with fee based animal interactive programs involving marine mammals and members of the public.

Familiar with the Alliance of Marine Mammal Parks and Aquariums (AMMPA) and International Marine Animal Trainers Association (IMATA) standards and guidelines.

Familiar with the guidelines of the United States Department of Agriculture (USDA) / Animal Plant Health Inspection Service (APHIS).

Strong listening, communication, retention, and interpersonal skills. Ability to maintain highest levels of professionalism and a positive attitude, which is a reflection of the Virginia Aquarium & Marine Science Center, and City of Virginia Beach.

Ability to understand, retain and comply with established procedures.

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Willingness to follow direction and procedures from more senior staff persons to ensure the health and safety of guests, staff and animal collections and to ensure our compliance to federal laws and guidelines.

Understanding of water quality and life support systems.

**Special Requirements**
Must be available to work evenings, weekends, Holidays, and overtime when required to meet operational needs.

Upon hire, the selected candidate will be required to receive rabies pre-exposure vaccination provided by the City of Virginia Beach Occupational Health Services.

**Knowledge-Skills-Abilities Required to Perform Satisfactorily**

A. **Knowledge**
   1. Knowledge of animal species in section along with other relevant subject matter.
   2. Knowledge of methods of care to safely manage pinnipeds, river otters and small mammals.
   3. Extensive knowledge of behavioral training theories and their application.
   4. Knowledge of basic animal husbandry of living specimens and health management and applied techniques.

B. **Skills**
   1. Skill in research methods and organization of subject material.
   2. Skill in the application of behavioral management strategies.
   3. Skill in animal habitat design, construction and maintenance.
   4. Skill in aquarium and animal care science and organism health maintenance techniques.
   5. Skill in using a computer and City standard software applications.
   7. Skills in the restraint of pinnipeds, otters and small mammals.

C. **Abilities**
   1. Ability to communicate effectively both orally and in writing.
   2. Ability to organize research reports and other types of data.
   3. Ability to give and follow directions and maintain effective working relationships with Aquarium staff and other groups or organizations.
   4. Ability to problem solve in assigned area.
   5. Ability to maintain detailed records.
   6. Ability to work in extreme conditions where temperatures may be cold, wet, or very warm.
   7. Ability to lift and carry 50 lbs.
   8. Ability to stand and work in wet conditions for long periods of time.
   9. Ability to be comfortable in and around water.
   10. Ability to scuba dive in cold water.
   11. Ability to assist in restraint of large and small mammals.
   12. Ability to manage small teams with little supervision.
   13. Ability to effectively communicate to guests of the Aquarium in both formal and informal settings.

**Working Conditions**
The below stated working conditions are intended to provide a general overview of the environmental conditions inherent in the job setting, as well as the physical, mental, and sensory requirements necessary to perform the essential functions of positions in the noted job title. A more detailed description will be made available at the position (PCN) level.

NOTE: Per HR Policy 6.19, *Americans with Disabilities, the City follows the requirements of the Americans with Disabilities Act (ADA) in all hiring and employment decisions. The City shall not discriminate on the basis of disability in its hiring and employment practices. The City shall make*

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reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability upon request unless the accommodation would cause an undue hardship on the operation of the City’s business.

**Physical Requirements:** *Physical refers to the requirement for physical exertion and coordination of limb and body movement.*

Medium to heavy work that involves walking, standing, bending, stooping, climbing, lifting, pushing and raising objects, and involves exerting up to 50 pounds of force on a regular and reoccurring basis and occasional use of standard office equipment; considerable skill and adeptness in the use of the fingers, hands or limbs in tasks involving close tolerance or limits of accuracy.

**Mental Requirements:** *Mental refers to the degree that the job involves cognitive activities, and use of mental processes*

Performs specialized technical or professional work requiring general understanding of operating policies and procedures and their application to problems not previously encountered; applies specialized technical or professional principles and practices in the solution of problems; may require continuous, close attention for accurate results and frequent exposure to unusual pressure.

**Environmental Conditions:** *Environmental refers to job conditions inherent to the job setting, including those that may lead to injury or health hazards even though precautions have been taken.*

May risk exposure to animals/wildlife to include exposure to animal bites, scratches, and diseases; may be exposed to venomous and non-venomous animals, insects, fishes, amphibians, arthropods and other species of organisms; work may be performed outdoors, indoors, in or under water, under all types of weather conditions with exposure bright/dim light, dusts and pollen, extreme heat and/or cold, wet or humid conditions, noise, vibration, fumes, odors, traffic, moving machinery, electrical shock, toxic or caustic chemicals, and height.

**Sensory Requirements:** *Sensory refers to hearing, sight, touch, taste, and smell required by the job.*

Normal visual acuity, depth perception, field of vision, color perception, hearing, speaking, sense of smell, and texture perception.

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