



Mississippi Aquarium

Vice President of Animal Health

Position Summary

Responsible for directing all aspects of animal health for the entire living collection of aquatic, marine mammal and terrestrial animals at Mississippi Aquarium including preventative care, diagnostic services and treatments. Establishes quarantine protocols in conjunction with input from Vice President of Animal Care and Conservation and animal care staff. Directly responsible for managing Veterinary team. Researches, establishes and maintains humane, respectful and professional animal health practices that will serve as the standard for the industry. Prepares and manages budgets and works with other Aquarium departments in developing and achieving team goals.

Essential Position Functions

- Establishes and directs essential animal health related protocols for the entire animal collection
- Researches, diagnoses and performs appropriate treatment regimens for the Aquarium's animal collection
- Performs surgical procedures when necessary on the animal collection
- Performs necropsies and pathological analysis on mortalities of the collection
- Maintains and updates animal health records
- Maintains the highest level of quality as it relates to the Aquarium's public and professional image pertaining to animal health
- Develops a research program focusing on applied animal health projects and coordinates animal health related research activities with other institutions in conjunction with the Director of Research and the Research Committee.
- In conjunction with Chief Executive Officer, participate and assist in developing and furthering the Aquarium's conservation programs.
- Coordinates and supervises contract diagnostic and pathological services
- Researches and makes recommendations to biologists regarding animal nutrition, and zoonotic diseases.
- Trains, works with and updates Biologists on all issues of animal health
- Ensures availability of veterinary staff for emergencies as necessary
- Develops, implements and meets yearly budgets and maintains accurate accounting records
- Represents the aquarium at selected conferences and speaking engagements; gives media interviews
- Conducts and assists ongoing research projects, both internally and externally, that are relevant, goal-specific and in direct support of the Aquarium's mission; ensure that internal research using living organisms is conducted in a professionally competent and ethical manner
- Writes and presents formal papers at conferences; writes articles for scientific publications
- Actively participates in Cross-functional teams
- Other duties as assigned by the CEO.



People Management Responsibilities

Staffing and development

- Includes hiring, coaching, counseling, workload balancing, development and training

Evaluation and recognition

- Establishes performance plans, conducts periodic coaching reviews and evaluates performance and merit pay increases in recognition of contributions

Leadership

- Communicates Mississippi Aquarium's purpose, vision, mission and values to all group team members
- Creates an atmosphere of team concepts, integrity, risk-taking and empowerment
- Assists in the development of Outcomes and Objectives for the Aquarium

Education Requirements and Technical Skills

- Doctor of Veterinary medicine degree or equivalent (D.V.M. or V.M.D.)
- State of Mississippi Veterinary license
- Minimum of four years' experience in exotic animal medicine from a zoo, aquarium or related field with specific knowledge of avian, ichthyological and herpetological medicine
- Two (2) years post-graduation experience at an authorized education, rehabilitation or research facility, with at minimum one (1) of these years at a facility authorized to hold marine mammals
- Ability to diagnose, treat and medically clear rehabilitating marine mammals for release or transport
- Experience with watercraft and other traumatic injuries, cold stress, entanglement, or other toxin exposure, emaciation, ingestion of foreign material and debilitation for all marine mammals regularly encountered in the Gulf
- Evidence of significant experience in diagnostic and treatment techniques commonly employed during treatment including imaging, endoscopy and surgical removal of FP tumors
- Post-mortem examination experience
- Mississippi Wildlife Rehabilitation License required or ability to obtain within 1 year
- Ability to obtain DEA Certificate within 1 year
- USDA License required
- Able to provide two (2) letters of support from practicing marine mammal veterinarians with personal knowledge of clinical proficiency
- SCUBA certification preferred
- Knowledge of Microsoft Office software

Competencies

- Customer Service Orientation — Listening and understanding the customer (both internal and external) and anticipating and evaluating the customer's needs; making the customer's satisfaction a high priority in all areas of responsibility
- Teamwork — Supporting, facilitating, and participating in activities that promote team effectiveness; demonstrating sensitivity for the feelings and needs of team members and supporting team goals
- Professional/Technical Knowledge— Remains current on developments in the field within and outside the organization; maintains proficiencies

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- Judgment — Deciding on and committing to an action on the examination of the facts at hand; finding creative solutions to situations and opportunities that arise; taking strategic risks when necessary
 - Collaboration — Works well with people outside his/her immediate work group
 - Empowerment/Delegation — Providing both the decision-making authority and responsibility for projects or tasks; setting clear expectations and providing the necessary resources so that people's time, skills and talents can be used effectively
 - Communication (oral and written) — Effectively expressing ideas verbally and non-verbally and actively listening to individuals and groups; preparing and focusing presentations to the characteristics and needs of the audience; expressing ideas clearly and concisely in written form, through memoranda, letters, reports, and other documents
 - Information Gathering and Monitoring— Effectively collects relevant data using questioning or research techniques to monitor and manage projects and people

Typical Physical Requirements

- Typing on a computer keyboard
- Sitting
- Lifting (50-70 lbs.)
- Air & car travel
- Field work in collecting and research
- Daily contact with a living collection of plants and animals in a coastal Mississippi climate

To apply, please visit www.msaquarium.org

