



Primate Sanctuary Manager

Born Free Primate Sanctuary, Cotulla, TX 78014

8737 Colesville Road, Suite 715
Silver Spring, MD 20910
(301) 448-1407

Position Description:

The Born Free Primate Sanctuary's aim is to provide nonhuman primates a lifelong home and a high standard of care without being needlessly intrusive. The 186-acre sanctuary, located 90 miles south of San Antonio, Texas, is home to over 450 monkeys, many of whom were rescued from abusive or exploitative situations. The focus of animal care is to provide conditions in which the captive populations of macaques, baboons, and vervets are allowed to live out the remainder of their lives with extensive freedom of movement, choice of food, and choice of companions, in accordance with their social nature. The sanctuary is not open to the public and we do not display animals for educational or entertainment purposes.

Born Free's mission is to end the suffering of wild animals in captivity, rescue individual animals in need, protect wildlife - including endangered species - in their natural habitats, and encourage compassionate conservation globally. Inspired by the iconic film Born Free, we work locally, nationally and internationally to end wild animal cruelty and suffering, protect threatened wildlife, and keep wildlife in the wild where they rightfully belong.

We are seeking a full-time Sanctuary Manager to join our sanctuary team. The successful applicant will take on a pivotal role in the leadership of the sanctuary; helping to shape its future direction and achievements. There are significant growth opportunities for the right candidate. Tasks include:

1. Overseeing animal care and ensuring that it is maintained at a high standard.
2. Providing direct line-management to the caregiving staff (currently a team of seven individuals), including training, scheduling, distributing project list tasks, disciplinary and grievance procedures, and payroll.
3. Monitoring animals' health and working with Sanctuary Vet to develop and deliver monitoring and treatment programs.
4. Managing animal introductions, relocations and socializations. This includes forming part of the chemical capture (darting) team.
5. Physically participating in and performing all the functions of the animal care staff.
6. Creating food menu, ordering produce, supervising and assisting with the weekly produce delivery. Overseeing, monitoring and amending, where necessary, diet to meet nutritional needs of individuals and groups.
7. Forming part of the emergency response/first responder team in case of emergency.
8. Monitoring and ensuring staff follow safe working practices.
9. Participating in the maintenance of current facilities and development of new facilities. Overseeing and supervising the work of external contractors.
10. Overseeing the Sanctuary's planned enrichment program.
11. Updating and maintaining operational protocols.
12. Keeping inventory of sanctuary supplies and ensuring necessary items are stocked to sufficient levels. This includes offsite supply runs where necessary.
13. Managing expenditure for relevant budget lines, remaining within agreed budget limits.
14. Providing out-of-hours service as and when required.

15. Standing in for the Sanctuary Director in their absence.
16. Representing the sanctuary as part of the wider organization, including as part of marketing activities and events, and with external parties.
17. Sharing, upholding, and furthering the organization's vision and philosophy with respect to the goals and purpose for the Sanctuary, as well as have the highest standards of providing for the care of non-human animals.
18. Other tasks as needed to keep the Sanctuary running smoothly.

Qualifications/Experience/Skills:

Essential:

- At least four years' experience in a similar management role with wild animals in a sanctuary setting, preferably with primates, or in a role with demonstrably transferable skills.
- Proven track record in staff line management and associated personnel procedures.
- Must be fluent in English, both written and verbal.
- Must possess a valid driver's license and have own vehicle (mileage is provided for work-related use).
- Ability to lift up to 50lbs, and conduct other kinds of physical work.
- Able to work outdoors in all weather conditions, including 100 degree + weather.
- Must have permission to work legally in the United States at the time of application. We are not able to sponsor visa applications.

Desirable:

- Vet tech / veterinary skills.
- Experience of chemical capture (darting)
- Experience of budget management

Person Specification:

- Respect for, and commitment to, the sanctuary and parent organization's aims, objectives and ethos.
- Excellent interpersonal skills with a strong desire to support the professional development and growth of our team.
- A team player with the ability to interact positively and work with people from different backgrounds, cultures, or personalities.
- A demonstrable commitment to animal welfare.
- The ability to work calmly around animals in a respectful and humane manner.
- Willingness and flexibility to work various shifts including weekends and holidays.
- Commitment to follow all safety procedures and animal care protocols.
- Willingness to move to a small, rural community.
- Willingness to live onsite at the sanctuary in accommodation provided.

Salary and Benefits:

Starting salary is \$38,000 per annum. We also offer health insurance, paid time off, and a 401(K) plan with employer matching. Free on-site housing is provided. Residing onsite is a requirement of this role.

Application Deadline:

Open until suitable candidate is hired

How to Apply:

Please send resume and cover letter to liz@bornfreeusa.org

Cover letter should include:

- What attracted you to the role and what you feel you could bring to the sanctuary if successful.
- How you feel your views align with those of Born Free USA, in particular relating to: Zoos, Exotic Pet Trade and Animal use in research.
- Details on how you feel you meet the Qualifications/Experience and Skills requirements and the Person Specification.
- Any other details you would like to share with us that you would like us to take into consideration.

Additional Information:

Background check will be conducted following acceptance of employment offer.

Newly hired employees must provide proof of a negative TB test taken within the last 12 months.

Contact Information:

Liz Tyson
Sanctuary Director
Born Free USA
1042 E FM 469
Cotulla, TX 78014

Telephone Number:
830-965-2813

E-mail Address:

liz@bornfreeusa.org