

# METRO

## Classification Description

**Title:** Animal Welfare Monitoring Specialist

**Job Code:** 0081

**Position Number:** 0000160

**Pay Grades:** 20

**FLSA Status:** Exempt

**Bargaining Unit:** AFSCME 3580

**Established:** 04/2022

**Revised:**

**EEO Category:** Professionals

### CLASSIFICATION DESCRIPTION

The Animal Welfare Monitoring Specialist will help to advance and implement various aspects of the Zoo's welfare monitoring program, completing welfare assessments, data collection, ongoing welfare monitoring, and research by applying a variety of techniques and tools. This position reports to the Animal Welfare and Research Manager who provides guidance and supervision for the program. This classification will be expected to provide regular reports to animal care staff, integrating, interpreting, and summarizing obtained results for application to animal management and for publication and presentations.

### DISTINGUISHING FEATURES

This is a single unit classification distinguished by academic and scientific research and analyses.

### DUTIES AND RESPONSIBILITIES

1. Plans, develops, and implements longitudinal welfare monitoring and research in collaboration with animal care, veterinary, and research staff.
2. Applies both, behavior and endocrine monitoring as part of the welfare monitoring "tool box" and analyses, summarizes, and regularly reports the outcomes to animal care, veterinary and research staff.
3. Uses the ZooMonitor App, ZIMS welfare module, and other relevant programs to collect, track, integrate, analyze, interpret and present behavior, endocrine, and other welfare related data.
4. Helps train staff on the ZooMonitor App and the ZIMS welfare module application as needed and coordinates application, analyses, and summaries of results with staff.
5. Processes and analyses serum, urine, and fecal samples for endocrine analyses using Enzymeimmunoassay (EIA).
6. Follows all lab rules and quality control measures; monitors quality control of assays, calculates results, and manages endocrine data in computerized spreadsheets.
7. Proficiently uses all necessary lab equipment to include the following: EIA plate reader/spectrophotometer, EIA plate washer, plate rotator and shaker, pH meter, analytical balances, centrifuge, adjustable hand pipettors, multi-channel pipettors.
8. Uses sound monitoring and other environmental monitoring equipment to track additional important variables such as sound, light, temperature, and humidity.
9. Trains and oversees students, interns, and volunteers for behavior observations and data collection using the ZooMonitor App.
10. Analyzes and summarizes data for regular internal reports, and for publications and presentations.
11. Presents data and findings regularly to staff, volunteers, and various Zoo audiences as needed.
12. Publishes research papers in peer-reviewed journals.

## METRO

### Classification Description

13. Assists in preparation of grant proposals as required.
14. Attends and presents at relevant conferences, professional gatherings, and workshops with an aim to further advance the field of animal welfare research and its application to enhance animal welfare.
15. Provides tours to Trustees, guests, and other visitors as assigned.
16. Collaborates with Education and Public Relations staff on messaging and distribution of relevant information.

It is the responsibility of all Metro employees to:

1. Actively participates on committees and/or attends meetings as assigned.
2. Fulfills Metro's core values of public service, excellence, teamwork, respect, innovation and sustainability.
  - Builds and maintains positive relationships and contributes to a positive team atmosphere; engages others in ways that foster respect and trust.
  - Encourages and appreciates diversity in people and ideas – seeks to understand the perspectives of others.
  - Provides excellent customer service – assists the public, public officials and agency partners, and other employees in a professional and courteous manner with the goal of meeting or exceeding expectations.
  - Practices continuous improvement - researches new possibilities, contributes ideas and stays current in field of work.
  - Demonstrates sustainable practices in applicable field and generally for resource use and protection.
  - Works assigned schedule (if applicable) and exhibits regular and predictable attendance.
  - Works in a safe manner and follows safety policies, practices and procedures.
  - Complies with Metro and Metro's visitor venues policies, procedures and applicable work rules; applicable law and collective bargaining agreements as appropriate.
3. Performs assigned duties during an emergency situation.
4. Performs other duties as assigned.

### **JOB SPECIFICATIONS**

#### **Education/Licensing and Work Experience:**

- PhD degree in Biology, Zoology, Animal Welfare Science, or a related field and,
- A minimum of three years of documented experience designing and conducting behavior studies, behavior data collection, analyses, and writing of results for reports, presentations, and publication and,
- A minimum of three years of documented successful experience validating, running, and trouble-shooting hormone EIA assays for serum, urine, and feces hormone monitoring of wildlife species or,
- Any combination of experience, education and training which provides the equivalent scope of knowledge, skills and abilities necessary to perform the essential job duties.

# METRO

## Classification Description

### **Knowledge, Skills and Abilities**

- Knowledge of endocrine laboratory techniques, including steroid hormone extraction procedures, enzyme immunoassays.
- Knowledge and research experience of behavior and endocrinology of animals in human care.
- Knowledge and computer proficiency with Windows, Microsoft Word and Excel required; as well as proficiency in relevant statistical analyses programs such as JMP, SAS, R, or equivalent package for data tracking, manipulation, graphing, and analyses.
- Knowledge of research projects that help advance and assess animal welfare.
- Knowledge of Metro and departmental policies and procedures and possess a commitment to the vision and mission of the Zoo.
- Skill in sound monitoring in animals, use of sound monitoring equipment and sounds analyses software.
- Skill in behavior data collection, analyses and interpretation required.
- Skill in statistical analysis and data management.
- Skill in proposal writing, advanced statistical analyses, and publication in the peer-reviewed literature.
- Skill in both written and oral communication.
- Ability to perform excellent organizational, time-management and problem-solving skills.
- Ability to work well as a team member and possess good interpersonal skills.
- Ability to use App ZooMonitor for data collection and familiarity with ZIMS data base.
- Ability to work effectively independently and as a team member.
- Ability to travel to off-site meetings and conferences as needed.
- Ability to maintain confidentiality and discretion with sensitive matters.
- Ability to perform essential duties and responsibilities.
- Ability to perform (with or without a reasonable accommodation) the physical demands in the work environment and operate the tools and equipment.
- Ability to successfully pass the background check and screening requirements required for the position.
- Possess a current driver's license and driving record sufficient to be insured by Metro insurance carrier.

### **SUPERVISION RECEIVED:**

- Supervision is received from an assigned Supervisor or Manager.

### **SUPERVISION EXERCISED:**

- None. May provide coordination and training to temporary employees, volunteers, interns or graduate students.

### **TOOLS AND EQUIPMENT USED; PROTECTIVE CLOTHING**

- All standard office equipment including but not limited to computer, printer, and copy machines; computer software related to the position.

## METRO

### Classification Description

- Tools and equipment used in the Endocrine Lab (e.g., Micro scales, centrifuges, drying oven, Speedvac, EIA Plater Reader and Plate Washer, Ultra low and regular freezers, pipettes, etc.)
- Sound monitors and other environmental measurement devices.
- Tools, equipment, protective clothing or gear related to the use of animal care.
- Protective gear such as gloves, masks and lab coats needed regularly in the lab when working with fecal, urine and serum samples of a wide variety of wildlife species.

#### **WORK ENVIRONMENT**

- This position requires the ability to perform those activities necessary to complete the essential functions of the job, either with or without reasonable accommodation. Duties are performed in a laboratory environment and in the field, and in close proximity to dangerous animals. This position frequently requires walking on uneven or rough terrain in all weather conditions. This position requires talking (both in person and over the phone), sitting, repetitive motions of the hands/wrists and good general hearing and vision ability. It may also require the ability to lift or carry up to 40 pounds. Incumbents in this position are required to attend offsite meetings during and after normal work hours. This position requires prolonged standing in a lab environment when running hormone analyses and also exposure to unpleasant odors when working with fecal samples.

---

*The classification description indicates the general nature and level of work of positions grouped within this classification; it is not intended to be a comprehensive inventory of all duties and responsibilities, job specifications, work environment or other characteristics of a specific position. The classification description is not an employment agreement between the employee and Metro or Metro's visitor venues and is subject to change by Metro. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential duties.*