

# CHEYENNE MOUNTAIN ZOO ASSOCIATE & PRIMARY GIRAFFE CENTER VETERINARIAN



## Welcome to Colorado Springs!

Cheyenne Mountain Zoo is proudly located in Colorado's second-largest city, Colorado Springs. Nestled along the Front Range of the Rocky Mountains, and in the shadow of Pikes Peak, Colorado Springs offers all of the [resources](#) and [culture](#) of a much larger city, but with a [competitive cost of living](#). [Outdoor adventure](#) is one of the best features of the area, with 375 miles of trails, 150+ parks and a climate that typically provides 300 days of sunshine per year. U.S. News and World Report named Colorado Springs the [#1 Most Desirable Place to Live](#) and the [#2 Best Place to Live](#) in the U.S. for 2022-2023. Cheyenne Mountain Zoo is consistently ranked in the top 10 zoos in North America, and was named #3 Best Zoo in the 2022 USA TODAY 10 Best Readers' Choice Awards. For more enticing reasons to live and work in Colorado Springs, [dive in here](#).

**POSITION SUMMARY:** This is a dual role position, with 3/5<sup>th</sup> commitment as primary veterinarian for the International Center for the Care & Conservation of Giraffe (Giraffe Center) & 2/5<sup>th</sup> commitment as associate veterinarian for the Cheyenne Mountain Zoo (CMZoo) animal collection.

Giraffe Center--Responsible for directing CMZoo giraffe veterinary care, providing consultation for non-CMZoo giraffe queries, developing giraffe medical advancements, and collaborating on giraffe conservation for the Giraffe Center. This position is responsible for cultivating strong relationships between Cheyenne Mountain Zoo, zoo and privately owned giraffe facilities, CMZoo veterinary MOU partners, Giraffe SAFE program partners, the USDA, and other giraffe focused organizations to improve the care and conservation of giraffe. Travel to improve giraffe care both nationally and internationally is an expectation of this role.

Associate Veterinarian--Provide medical care and preventative medicine to the Cheyenne Mountain Zoo's (CMZoo) animal collection, including giraffe. Monitor and address any zoonotic health concerns or reportable diseases on zoo grounds, with appropriate reporting to public health department or state veterinarian, respectively. Work with outside veterinary and human specialists to provide high level medical care for some complicated medical/surgical cases. Help maintain and grow an active teaching program. Provide relief coverage when needed for weekend time-off for the head veterinarian and other associate veterinarian.

**This is a fulltime, 40 hour/week salaried position that pays \$90,000-95,000/year-- dependent upon experience level; with competitive benefits, including generous accrued vacation/holiday/sick time; opportunities for prorated end-of-summer and year-end bonuses totaling up to 11% (based on Zoo performance); group medical, dental, vision, life, & disability insurance; among many other benefits!**

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## **QUALIFICATIONS:**

- Must have a graduate degree in Veterinary medicine
- Must have an active Veterinary License in Colorado
- Must be NAVLE (North American Veterinary Licensing Examination) certified
- Must have a valid, unrestricted driver's license
- Minimum of 5 years of experience working with zoo animals 100% of time AND 3 years of significant exotic hoofstock (giraffe preferred) experience as a veterinarian.
- Must have excellent written and verbal communication skills, including with peer-review publications, and demonstrate the ability to interact clearly and effectively with both internal and external customers
- Experience with grant-writing is a plus
- Must have strong public-speaking, teaching and storytelling skills
- Must pass a pre-employment drug/alcohol screening & criminal background check
- Must be able to provide proof that you can legally work in the United States
- Computer Proficiency in Word, Excel, ZIMS, internet and email
- Position requires individual to be available for on-call/quick response

## **ORGANIZATIONAL EXPECTATIONS:**

- Ensure discretion with confidential information
- Maintains courteous, helpful & professional behavior on the job
- Will support the success of the entire team by promoting a collaborative work environment
- Adheres to all CMZoo Policies & Procedures, CMZoo Safety Policies & Procedures, USDA guidelines & OSHA safety guidelines
- Consistently contributes to problem-solving & cooperates with identified resolutions
- Must demonstrate regular attendance & punctuality
- Brings issues & process improvement ideas to the attention of the Supervisor
- Maintains verbal & written skills required for the position
- Attends meetings & participates in committees as required
- Complete trainings as required
- Adheres to Company Dress Code Policy--always "Zoo Crisp!"

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## **GIRAFFE CENTER EXPECTATIONS:**

- Develop, modify, & implement preventative care, cutting edge medical care, end-of-life assessments, nutrition, & giraffe welfare for CMZoo giraffe & assist other giraffe facilities with these processes.
- Cultivate & grow effective relationships in the giraffe community (Zoos & private owners).
- Help grow revenue to support the Giraffe Center's positions and future expansion.
- Lead & collaborate with research & writing of reference materials to benefit giraffe care.
- Play a primary role in giraffe-centric workshops at CMZoo.
- Consult on giraffe medical cases for AZA, ZAA, and private facilities, when requested.
- Participate in the design process of CMZoo giraffe facility projects.
- Develop medical advancements through research utilizing the CMZoo giraffe herd.
- Work cooperatively to ensure that the giraffe center's efforts to progress & improve giraffe welfare with training & medical priorities are agreed upon by Animal Department, Vet Department, & the Giraffe Center before implementation.
- Work cooperatively with Animal Department staff to ensure giraffes are participating in their medical care with positive reinforcement training. Any deviations from least intrusive, most effective training methods will be agreed upon as a team.
- Provide hands-on training for CMZoo staff that covers the classroom environment as well as leading on-grounds training sessions.
- Coordinate with zoo leadership on consultation travel plans to ensure CMZoo priorities and outside consultations are properly balanced.
- Other duties as assigned.

## **VETERINARY DEPARTMENT EXPECTATIONS:**

- Provide medical care for the collection; including maintaining preventative medicine and managing illness, senior care, contraception, emergency medicine, and humane euthanasia.
- Collaborate with outside veterinary and human medicine specialists on complicated medical/surgical cases to provide excellent medical care and to help build community support for the zoo.
- Monitor collection for diseases pre or post-mortem including: zoonotic or collection animal disease risks, or nutritional concerns.
- Memorandums of Understanding (MOU's)—Follow through with all MOU's, which currently include CSU College of Veterinary Medicine, Western University College of Veterinary Medicine, United States Air Force Academy Falconry Program, and Fort Carson United States Army Post's Veterinary team.
- Association of Zoos and Aquariums Accreditation—Participate in the process as requested and be able to address any questions or concerns of the accreditation team in person.
- Provide hands-on clinical experience and mentorship to students with oral evaluations.
- Other duties as assigned.

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## **REQUIREMENTS:**

### **INDEPENDENT ACTION**

Must be a self-starter, take initiative, possess a high level of multi-tasking ability under high degree of pressure & be able to work with limited supervision.

### **EXTERNAL AND INTERNAL RELATIONSHIPS**

Must be a cooperative & collaborative member of the team & able to handle interruptions & requests for information & assistance from employees with an attitude of good customer service.

### **ACCURACY AND EFFECTIVE TIME MANAGEMENT**

The need for timeliness for other required activities creates pressure. The ability to prioritize tasks & use time effectively is essential.

### **RESPONSIBILITY FOR CONFIDENTIAL INFORMATION**

This position handles highly sensitive information. Total confidentiality & discretion are mandatory regarding business information & other sensitive information.

### **PHYSICAL DEMANDS AND WORKING CONDITIONS:**

The physical demands & working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

--Physical Requirements - While performing the duties of this job, the employee is frequently required to stand; walk; lift heavy objects; sit; use hands to handle or feel objects, tools, or controls; talk, see, hear and smell. Requires full range of body motion, manual and finger dexterity, and eye-hand coordination; requires the ability to use department equipment, to communicate effectively; The employee is occasionally required to reach and stretch with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee may be required to endure extremes in temperature and may work in hazardous environments where personal protective equipment is required; requires standing, walking on a steep terrain (Zoo), sitting (possibly for long periods of time) and performing repetitive tasks (including working on the computer) for up to the entire work day; requires the ability to lift/carry up to 50 pounds using appropriate body mechanics, possibly for extended periods of time.

--Visual, Hearing & Communication Requirements - Requires corrected vision and hearing to within normal range, with or without reasonable accommodation. Must be able to communicate effectively in verbal and written form with all levels of personnel within and outside of the organization.

--Environmental Conditions – Working in a closed office environment. Work space may be shared. Working conditions may be noisy with fluctuating indoor and/or outdoor temperatures. May be exposed to a risk of bodily injury through contact with moving instrumentation, substances and other conditions common to an office environment. Subject to exposure to animals which may have the potential for physical aggression. May be exposed to a risk of bodily injury through contact with moving instrumentation, toxic substances, bodily fluids, animal attack, communicable diseases, outdoor weather conditions and other conditions common in a Zoo environment. Subject to unpleasant odors.

--Pressure Factor-Requires working under stressful conditions. Moderate pressure to meet scheduled & recurring deadlines.

## **To apply:**

- Submit a resume, cover letter, & 3 names of references to [vetstaff@cmzoo.org](mailto:vetstaff@cmzoo.org) by the **August 1, 2023**, deadline.
- Please note, the Zoo reserves the right to remove this job posting at any time, even prior to the stated application deadline above.