White Oak Mission:
Save endangered wildlife and habitats through sustainable conservation breeding, education, and responsible land stewardship.

Position Purpose:
The lead rhino specialist functions as the hands-on leader of animal husbandry, delivering exceptional and safe care to advance White Oak's conservation programs. This position’s primary responsibility is the management of rhino and equids, but also works with other ungulate taxa. The lead rhino specialist works cooperatively with the collection manager and veterinary team to implement best practices and achieve the goals of the rhino team. This position contributes directly to the White Oak Conservation mission by supporting ungulate husbandry programs.

Essential Responsibilities:
The essential duties and responsibilities of this position include the following. Other duties may be assigned.
• Oversee the daily care of the ungulates in designated area, to include feeding, cleaning, medicating, handling, and record keeping activities.
• Oversee hand rearing, animal transfers, introductions, operant conditioning, and area research projects.
• Coordinate with veterinary team to conduct ungulate care procedures and medical treatments.
• Complete requisitions and purchase requests for all supplies and animal feed needed in designated area.
• Oversee and perform animal care facilities maintenance including mowing, weed-eating, pressure washing, dirt and substrate work, gate adjustments, lock lubrication, limb pick up, and other repairs.
• Oversee team cleanliness and organization of work and break areas, food storage, food prep, vehicles, and equipment.
• Maintain records and reports related to the ungulate collection.
• Participate with research project reviews and approved project implementation.
• Assist Ungulate Collection Managers in creating protocols, transfer plans, and other preparations.
• Assist Ungulate Collection Managers with design and implementation of animal management and conservation breeding plans.
• Coordinate animal welfare assessment program for the area’s animals.
• Participate in the design of habitats and animal care facilities.
• Conduct routine meetings with individual staff members and the team.
• Participate in the recruitment and hiring of new personnel for assigned area.
• Inform and participate in employee evaluations with Ungulate Collection Managers.
• Responsible for overseeing the highest level of safety in the workplace through staff training and implementation of safety protocols and procedures.
• Participate in the emergency response.
• Oversee area intern training including ungulate husbandry and management, record keeping, research, conservation, and education projects.
• Oversee, facilitate, and participate in high level guest experiences in the ungulate area.
• Perform other duties that are not specifically identified above but are required to care for White Oak’s ungulate collection.

Minimum Qualification Requirements:
• Associate or Bachelor’s degree in animal science, wildlife management, biology, or a related field.
• At least 5 years of rhino and other ungulate husbandry experience.
• Experience in an AZA accredited/certified facility preferred.
• Experience working with rhinos in large acreage habitats is preferred.
• Demonstrated experience working with veterinarians and a working knowledge of common medical procedures.
• Experience with animal management plans, policies and tools, animal escape and recapture, and collection planning.
• Experience with diverse ungulate management techniques including hands-on animal restraint, chemical restraint, and mechanical restraint.
• Experience handling rhinos and ungulates in large habitat management systems—sorting animals in a herd, moving animals through chute systems, etc.
• Demonstrated technical and practical knowledge of the care and maintenance of rhino habitats.
• Ability to obtain Florida interstate transport permit as part of White Oak licensing and permitting.
• Must have valid drivers’ license.

Character Competencies:
• Engagement and genuine alignment with the mission, values, and vision of White Oak
• Personal interest in, and strong commitment to, conservation, animal care and animal health
• Capacity to work effectively with, and collaborate across, multiple organizational teams.
• Ability to lead a small team.
• Self-motivated and self-directed.
• Excellent problem resolution skills
• Outstanding communication and active listening skills.
• Motivational and encouraging.
• Capable and knowledgeable decision making, shows good judgement.
• Sets positive example, good conduct with safety, animal care, and communications.
• Flexibility and adaptability.
• High attention to detail and superior quality of work.
• Superior organizational skills.
• Sensitive to individual differences and supportive of a diverse workplace
• The ideal team player will:
  o Be resilient, show initiative, and demonstrate a healthy commitment to going above and beyond.
  o Focus on team success and define success collaboratively versus individually.
  o Work with colleagues in mind, be a good listener, and be willing to seek information and assistance when necessary.

Special Working Conditions:
The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
• Must be able to exert up to 50 pounds of force to lift, push, pull, carry, or otherwise move objects.
• Climb a 5-foot ladder.
• Work outdoors in all conditions, including frequent high temperature and humidity.
• Exposure to fumes, odors, dust, moving mechanical parts and vehicles.
• Ability to work a flexible schedule which includes evenings, weekends, and holidays as well as during unforeseen emergency situations.

Why White Oak?
• Opportunity to work in a beautiful, one-of-a-kind place.
• Access to White Oak amenities.
• Competitive salary with bonus potential.
• Three medical health plan options to meet your needs and your family’s needs.
• Affordable Dental and Vision coverage.
• 100% company-paid Life, AD&D, Short-term, and Long-term Disability.
• 401(k) retirement plan with a company matching contribution without a vesting schedule.

To Apply:

To apply, please submit a resume or CV and a cover letter to careers@white-oak.org with the job title in the subject line.