

# Job Description

<p><b>Position Title:</b> Care Technician III <b>FLSA Status:</b> Non-exempt <b>Position Reports to (Title):</b> Section Curator <b>Full-time/Part-time:</b> Full-time <b>Revision Date:</b> August 2022</p>
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## Organizational Mission and History

Save the Chimps operates the largest chimpanzee sanctuary in the world. Located on nearly 150 acres on the Treasure Coast of Florida, the Sanctuary provides lifetime care and enrichment for chimpanzees rescued from research laboratories, entertainment, and the pet trade. The chimpanzees are cared for by approximately 70 professional caregivers and support staff, and the organization's operating budget is approaching \$6M annually.

## Position Overview

The Care Technician III (CT3) position is responsible for performing highly skilled physical and mentally intensive tasks in the care and well-being of the chimpanzees. This is a full-time, non-exempt position (40 hours per week). A CT3 is assigned to one of five sections within the sanctuary, and works under the direct supervision of the Section Curator. A CT3 is responsible for the safe, compassionate, and efficient operation of the care needs for the chimpanzee groups. Additionally, a CT3 directly assists the Section Curator in ensuring that all of the section's needs are met. This includes assisting with building inspections, ensuring Care and Welfare compliance, monitoring side-work at each building, assisting with the enrichment planning. A CT3 serves on the recapture team and also participates in the operant conditioning program at an advanced level. As with a CT2, a CT3 operates a building and is responsible for feeding, medicating, implementing and maintaining care plans, and observing the chimpanzees in their assigned sections. A CT3 is also responsible for other husbandry duties such as cleaning, shifting, island access, and enrichment. A CT3 must perform regular observations of the chimpanzees in their section – both while the chimpanzees are inside the building and outside on the island. As such, the CT3 must have a working knowledge of chimpanzee behaviors. A CT3 is responsible for daily record keeping in the digital database (ZIMS). A CT3 is responsible for fostering a safe working environment and the positive mentorship of the CT2s and CT1s in the section. CT3s are responsible for providing a safe working environment for the maintenance department to do repairs and oversee all activities concerning the building they are working. CT3s are expected to act as friendly ambassadors of the staff to sanctuary volunteers. A CT3 is required to work according to the Philosophy of Care and protocols as outlined in the Save the Chimps *Chimpanzee Care Manual*.

The duties of the CT3 include, but are not limited to:

- Able to assist the Section Curator in maintaining exemplary care within the section.
- Provide leadership in the section in the absence of the Section Curator.
- Serve on the Emergency Response Team (RTS).
- Deliver the prescribed diet to the chimpanzees.
- Perform regular inspections of chimpanzee areas for compliance with the *Chimpanzee Care Manual*.
- Maintaining and logging building "side-work".
- Work according to written plans and protocols where they exist.
- Participating in the operant conditioning of the chimpanzees.

- Participating in the care and wellness assessments of individual chimpanzees.
- Participate in regular safety drills.
- Be ready to assist the veterinary team when needed during procedures or recoveries from procedures.
- Accurate reporting of all information to all relevant parties (as defined in the *Chimpanzee Care Manual*).
- Uphold and defend the Code of Conduct (as defined in the *Chimpanzee Care Manual*).

**Knowledge and Skills:**

- Must have a thorough knowledge of and a commitment to Save the Chimps, Inc.'s mission and *Philosophy of Care*.
- Must have the ability to interact with individuals at all levels of the organization, (i.e. management, staff and peers).
- Demonstrated record of displaying a positive attitude,
- The ability to work as a member of a team and share ideas and thoughts.
- Be able to work well under pressure and have the ability to multitask when required.
- Demonstrated proficiency in Zoological Information Management System (ZIMS).
- Ability to understand and follow written and verbal instructions.
- Ability to perform tasks with accuracy and attention to detail.

**Education and Work Experience:**

- Associate's degree or commensurate experience required. Major focus of study in Zoo Animal Technology, Biology, Psychology, Anthropology, or related fields are preferred.  
OR
- A minimum of (1) one year experience with captive chimpanzees at Save the Chimps, or three (3) years at other accredited facilities in direct care of great apes.

**Environmental Requirements:**

- Tasks are regularly performed with potential for exposure to adverse conditions, such as toxic/poisonous agents, dirt, dust, pollen, odors, wetness, humidity, rain, temperature and noise extremes, machinery, vibrations, animals/wildlife.

**Physical Requirements:**

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.

- While performing the duties of this job, the employee is required to: stand for long periods of time; walk; sit; use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms; climb stairs, step stools, ladders; balance; stoop, kneel, crouch or crawl; talk and hear; able to push and pull metal doors. The employee must regularly lift and/or move up to 25 pounds and team lift in excess of 25 lbs. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Must be able to run and swim in the face of danger