



Job Description

Position Title:	Chimpanzee Behavior Manager
FLSA Status:	Exempt
Position Reports to:	Director of Chimpanzee Behavior & Care
Full Time/Part Time:	Full-Time
Creation Date:	July 2021

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 60 professional caregivers and support staff, and the organization's operating budget is approaching \$6M annually.

Position Overview

The Chimpanzee Behavior Manager works alongside the direct care staff to ensure proper implementation and operations of the following critical programs at the sanctuary: operant conditioning, enrichment, and care and welfare monitoring. The Chimpanzee Behavior Manager takes an active role in assisting the Director of Chimpanzee Behavior and Care, Chimpanzee Care Manager, and Curators in collaborating with the veterinary staff to create individual and group care plans.

The duties of the Chimpanzee Behavior Manager include, but are not limited to:

- Oversee and implement the operant conditioning program at Save the Chimps in line with the goal of the participation of each chimpanzee resident at Save the Chimps.
- Collaborate with the Veterinary Team and Director of Chimpanzee Behavior & Care on operant conditioning strategies to achieve the goal of a program that allows chimpanzees to voluntarily participate in their own veterinary care while providing an enriching experience.
- Collaborate with the Director of Chimpanzee Behavior & Care on performing Care and Welfare Assessments for each chimpanzee.
- Ensure that all chimpanzees are assessed for Care and Welfare annually.
- Monitor chimpanzee Care and Welfare Assessments.
- Organize Care and Welfare Meetings with Curatorial staff, Veterinary staff, and the Director of Chimpanzee Behavior & Care.
- Oversee and implement the enrichment program at Save the Chimps to ensure that Save the Chimps is achieving its mandated care goal of providing an enriching environment to every chimpanzee resident.
- Collaborate with the Curatorial staff, Veterinary staff, and Director of Chimpanzee Behavior & Care on individual care plans when needed.



Knowledge and Skills:

- Must have a thorough knowledge of and a commitment to Save the Chimps, Inc.'s mission and *Philosophy of Care*.
- Possess an intimate knowledge of current standards in chimpanzee behavioral monitoring, chimpanzee operant conditioning, and captive chimpanzee enrichment.
- 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.
- Accuracy and attention to detail.
- Ability to perform tasks with accuracy and attention to detail.

Education and Work Experience:

- Bachelor's degree required. Advanced degree preferred with a focus of study in Zoo Animal Technology, Biology, Anthropology, Psychology.
- A minimum of five (5) years of experience with captive chimpanzees accredited facilities.

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.



Must be able to pass a pre-hire drug screen. Also due to the safety risk to the chimps, it is an essential function of the position to have received the COVID-19 vaccine along with several others.

Save the Chimps is an equal opportunity employer and considers applicants for all positions without regard to race, color, religion, creed, gender, gender identity, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

Interested applicants should send resume and cover letter to: hr@savethechimps.org