



Job Description

Position Title:	Director of Chimpanzee Behavior & Care
Reports To:	Chief Executive Officer
Direct Reports:	Chimpanzee Behavior & Care Managers, Safety Officer
Date:	January, 2024

Organizational Overview

Save the Chimps operates the largest privately funded chimpanzee sanctuary in the world. Located on nearly 150 acres in Fort Pierce, on the Treasure Coast of Florida, the Sanctuary provides high quality lifetime medical and behavioral care and enrichment for chimpanzees rescued from research laboratories, entertainment, and the pet trade.

Save the Chimps was established in 1997 and is home to over 220 chimpanzees. The work of the organization is accomplished by approximately 80 full-time staff, a nonprofit board of directors, and a number of community volunteers.

Position Summary

The Director of Chimpanzee Behavior and Care is responsible for oversight of the implementation of the Save the Chimps Philosophy of Care and Standards of Care as it relates to all aspects of chimpanzee wellbeing, providing all chimpanzees with a rich social environment, freedom of choice, self-determination, a cognitively stimulating environment, a clean environment, individualized care, and evidence-based care.

The Director of Chimpanzee Behavior and Care collaboratively partners with the Director of Veterinary Services (responsible for the medical care of our chimpanzees), to ensure the optimal well-being of our chimpanzees.

The Director of Chimpanzee Behavior & Care is a key member of the Senior Leadership Team, reporting directly to the Chief Executive Officer, responsible to enhance the effective and optimal operation of the Sanctuary to achieve collective results that are necessary to the accomplishment of organizational priorities and goals.

Job Responsibilities

The following is a list of the essential functions of this position. This list is intended to be representative of the tasks performed within the position description but is not limited to:

Chimpanzee Behavior & Care Department Leadership:

- Establish, maintain and oversee the management and supervisory structure necessary to optimize the effectiveness of the chimpanzee behavior and care department,
- Manage direct reports by providing guidance, professional development opportunities, performance evaluation, disciplinary actions, and promotions, in accordance with organizational values, policy and practice,



- Ensure departmental compliance with all Federal and State rules and regulations as well as Save the Chimps policies and procedures,
- Plan and develop competency-based training programs and materials to ensure that behavior & care staff have the knowledge, skills and abilities to effectively perform in their positions,
- Develop annual budgets and oversee expenses for chimpanzee behavior and care operations,
- Serve on the Chimpanzee Well-being Committee,
- Maintain Global Federation of Animal Sanctuaries (GFAS) accreditation standards and compliance with federal, state, and local laws and regulations related to chimpanzee care and husbandry including USDA and Florida Fish & Wildlife.

Direct Care Responsibilities:

- Perform regular rounds at each chimpanzee habitat to ensure that past and current chimpanzee behaviors and care needs are appropriately addressed,
- Oversee the care of chimpanzees to ensure that standards, policies and procedures are adhered to,
- Work collaboratively with the veterinary staff to foster the optimal well-being of our resident chimpanzees,
- Develop and implement innovative and effective chimpanzee behavior & care practices,
- Oversee the creation of individualized care and welfare plans for each of our chimpanzee residents,
- Oversee the monitoring of chimpanzee group dynamics and ensure welfare plans are created as needed,
- Evaluate and recommend whether “to be rescued chimpanzees” have a good chance of thriving at Save the Chimps, which would require being able to live within social groups,
- Oversee the integration of newly rescued or moving resident chimpanzee(s) into a social group, carefully monitoring and approving each integration plan.

Sanctuary-wide Support:

- Participate in the development and refinement of Sanctuary policies, safety protocols, and emergency procedures,
- Respond to emergency situations such as severe weather, serious chimpanzee fights, nonresponsive chimpanzees (including CPR as needed), chimpanzee entry into the water, and injured or non-responsive humans,
- Provide value-added participation on the Senior Leadership Team,
- Assist development team in written communication regarding the Save the Chimps philosophy of care and the care and welfare of our resident chimpanzees,
- Meet with Save the Chimps partners and donors regarding the behavior and care program,
- Hold outreach meetings with third parties, including other organizations and societies,
- Represent Save the Chimps at professional meetings.

Knowledge, Skills and Abilities

- Essential professional and personal characteristics include demonstrated leadership skills, a collaborative approach to problem-solving, flexibility and compassion.



Education, Work Experience and Qualifications

- A graduate degree in a relevant field of study is required, a doctorate degree is strongly preferred,
- Prior chimpanzee care experience and a minimum of 5 years of management or supervisory experience are required,
- The incumbent must be willing to acquire a working knowledge of all federal, state and local laws and regulations associated with the operation, licensing and permitting of a chimpanzee sanctuary.

Physical Requirements

- The ability to stand or sit for long periods of time,
- The dexterity to use hands to finger or feel objects, tools or controls,
- The ability to climb, balance, crouch, run, swim, etc.,
- Strong sensory perception with regards to hearing, taste and smell, and complete visual acuity,
- The ability to lift 50 pounds independently and team lift in excess of 50 pounds.

Environmental Requirements

- The environmental demands relate to the potential for prolonged outdoor exposure to adverse conditions such as dirt, dust, pollen, odors, wetness, humidity, rain, and extremes of temperature,
- Proximity to chimpanzees requires tolerance of unpleasant behaviors such as spitting, throwing of feces and other objects, and displays that may include banging, kicking of structures, and loud screams or hooting,
- There is also the potential for exposure to infectious agents, toxic chemicals and cleaning compounds.

Must be able to successfully pass a pre-hire drug screen and a criminal background check. Also due to the safety risk to the chimps, it is an essential function of the position to have received the COVID-19 vaccine series along with several other vaccinations and have a negative Tb test.

Save the Chimps is an equal opportunity employer and treats all applicants and employees consistently 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.