



FULL-TIME POSITION OPENING

CHIEF AQUARIST

Sidney, BC

The Shaw Centre for the Salish Sea is Canada's aquarium and learning centre for the Salish Sea Bioregion. With over 3,000 sea critters representing over 150 species of cold water fishes and invertebrates, the Chief Aquarist has a key role in enabling the Centre to fulfill its mission to create experiences that engage people of all ages and cultures to learn about, explore, and conserve the Salish Sea bioregion, its wildlife, waters, land, culture and people.

We are looking for a self-motivated, resourceful and experienced team leader who will take the initiative of enhancing the visitor experience by creating live exhibits that showcase the Salish Sea. The Chief Aquarist must be able to work closely with the Centre's team of staff and volunteers, and maintain excellent communication with individuals at all levels of the organization.

The Chief Aquarist leads a team of aquarists, interns and volunteers in ensuring the health and diversity of the Centre's live exhibits, and maintaining the highest level of care. The aquarist team is expected to contribute to the delivery of exceptional exhibits that highlight the Salish Sea and the accuracy of the associated, captivating signage. The team also contributes to the development of training materials for, and the orientation of over 150 volunteers who engage our visitors, answer their questions and build their interest in the Salish Sea bioregion. All Centre employees and volunteers are expected to contribute to the creation of opportunities for visitors to learn about the animals on display, and their ecological and cultural significance.

Reporting directly to the Executive Director, the Chief Aquarist is part of the senior management group which includes a Director of Learning, a Volunteer Engagement Manager, a Retail and Visitor Experience Manager and a Director of Operations.

With an annual department budget of about \$150,000, the Chief Aquarist is expected to meet his/her responsibilities while ensuring that the team functions within budget and operating conditions approved by the Board. S/he is expected to assist in seeking opportunities to improve the revenue/expenditure ratio to enhance cost effectiveness, quality and diversity of live and static displays.

This is a physically demanding job that requires you to be able to lift, push, or pull 50 lbs, climb ladders, and work in small, enclosed spaces, and loud areas. Applicants must be willing



to work weekends, holidays, and be on the emergency LSS on-call list for one week in every six.

Qualified applicants must have:

- ❖ A bachelor's degree in Biology or related field; or equivalent combination of education and experience
- ❖ A minimum of 3 years in a full-time, paid aquatic animal husbandry position
- ❖ A minimum of 2 years' experience managing a team/junior aquarists
- ❖ Thorough understanding and experience of life support systems, filtration, exhibit design, aquarium maintenance, and water quality monitoring
- ❖ Experience working with cold salt water fishes and invertebrates
- ❖ Experience in animal health management, disease recognition, and treatment administration
- ❖ Knowledge of animal quarantine procedures in an aquatic environment
- ❖ Knowledge of water chemistry as it relates to maintaining sea water aquariums
- ❖ Proven leadership, communication, and organizational skills
- ❖ Experience using Microsoft Office Suite

Additional assets include:

- ❖ Knowledge of Salish Sea animals and habitats
- ❖ Ability/experience in operating a small, aquatic remote operated vehicle (ROV)
- ❖ Experience in web design and maintenance
- ❖ Scientific Diver certification

Responsibilities of this position may include but are not limited to:

Animal health and husbandry

- Maintaining the highest level of animal care
- Ensuring proper husbandry protocols are followed for each habitat/species
- Ordering animal food, equipment, and materials
- Ensuring jellyfish, brine shrimp, and larval fish cultures are being maintained properly

- Detailed observation of every exhibit, including quarantined animals, to ensure that animals are in good health and exhibiting normal behaviours and that systems are running smoothly
- Working with a veterinarian as needed to maintain animal health
- Ordering medication as prescribed by veterinarian
- Work closely with the Systems Technician to ensure proper equipment and Life Support System maintenance

Permits, Record Keeping and Collecting

- Ensuring proper records are kept for all activities related to daily maintenance of the collection
- Renewing scientific collecting licenses and compiling acquisition and disposition logs
- Renewing food import permits as required
- Organizing and overseeing collecting field trips with the goal to sustain and create exhibits that enhance the Centre's range of species representing the Salish Sea
- Developing feeding, training, collecting, and maintenance protocols, and ensuring they are followed
- Ensuring all collection activities comply with DFO protocols

Staff, Volunteer and Intern Management

- Hiring, training, and supervising aquarists, interns and volunteers
- Directing and supervising the daily tasks to be performed by the aquarist team
- Scheduling and planning of aquarist team to provide daily coverage year-round including time off requests
- Collate, review and submit aquarist team timesheets
- Conducting annual performance reviews

Design and Maintenance of Exhibits

- Designing exhibits showcasing a variety of local habitats and species
- Collaborating with the Director of Learning to ensure that exhibits reflect the Centre's vision for engaging visitors as well as ongoing education programs



Centre Operations, Engagement and Safety

- Tracking and maintaining aquarist operations within department budget
- Developing and monitoring safety procedures as a member of the Safety Committee
- Being on-call after hours (e.g. 5PM to 7 AM), at least 1 week of every 6, to deal with emergencies
- Serving as media spokesperson on matters related to the aquarium animals when required by the Executive Director.
- Leading behind the scenes tours, and staff and volunteer training (after hours) as required

The successful applicant must be available to work full time (40 hrs per week), including evenings, weekends, and holidays; and must be legally able to work in Canada.

The Centre offers a competitive salary (commensurate with experience), benefits, a team of dedicated colleagues and volunteers, a fun and dynamic workplace, and a spectacular waterfront location in beautiful Sidney-by-the-Sea on Vancouver Island, BC.

Please email your resume and letter of interest to Deanna Mathewson, Acting Executive Director (deanna.mathewson@salishseacentre.org). **Applications must be received by 6 PM (PST) on April 13, 2018. Early applications are encouraged as interviews may begin prior to the closing date. Tentative start anticipated as early as mid-May.**

The Shaw Centre for the Salish Sea is owned and operated by the New Marine Centre Society, a registered charitable society. Our mission is to create experiences that engage people to learn about, explore and conserve the Salish Sea Bioregion – its wildlife, waters, land, culture, and people.