

# European Association of Zoos and Aquaria

## Vacancy: Associate Population Biologist



EAZA, the European Association of Zoos and Aquaria, represents and links more than 400 zoos, aquariums, national federations, and other organisations in 48 countries. In addition to furthering the professional standards of our Members with regard to the care and accommodation of the animals kept in their collections, EAZA also facilitates cooperation in our key mission areas of conservation, education and research. More than 140 million visits are made to EAZA Members each year. EAZA runs around 450 EAZA Ex situ Programmes (EEPs) that are overseen by 42 EAZA Taxon Advisory Groups (TAGs) and is in the process of completing an exciting transition phase towards implementing our new population management structure.

Just over thirty staff members are working for EAZA, most of them being based at the main EAZA Executive Office at Artis Zoo, Amsterdam. The other staff members are based in Brussels, Belgium, or hosted at EAZA Members across Europe. The Executive Office staff are responsible for the day to day running of the association with activities divided across three departments: Advocacy and Communications, Member Development and Conservation and Population Management plus an additional number of roles, including HR and office management reporting directly to the Executive Director.

### Job Description

The position of Associate Population Biologist is initially for a fixed one-year contract period with the option to extend. The successful candidate will work for the Conservation and Population Management department and reports to the Lead Population Biologist. The Associate Population Biologist's main role is to support the Population Management Centre team with preparing data and workshop materials to support the facilitation of Regional Collection Planning workshops.

In general, you are contributing to the extraction and management of data for analysis and administration and develop data related processes where needed. As part of the overall aim of the PMC to develop and publish Long Term Management Plans (LTMP) you will support the Population Biologists with the development and publication of complex long-term management plans and will coordinate some of the more straightforward plans. In addition, you will provide EEP coordinators with technical population management advice, as such contributing to achieving the roles and goals of those programmes.

## **Duties and Responsibilities**

### **Population management**

- Prepare workshop materials for RCP workshops through collection and assessment of data and written reports.
- Provide support in data administration for the approximately 40 LTMPs that will be developed each year.
- Provide data for analysis that can be used to report within or outside of the CPM department.
- Work with the Population Biologists to develop and publish LTMPs and support in depth data analysis when required.
- Provide technical support to EEP coordinators.
- Support the development of training and workshop materials or presentations that are used by the PMC team.
- Provide input to EAZA communications relating to the outputs of the PMC Team e.g. Zooquaria, eNews.

### **General**

- Contribute to other departmental and cross-departmental topics as required and appropriate.
- Where relevant, assist with preparation related to conferences and other general tasks in the office that can reasonably be assigned.

## **Required Qualifications, Experience and Skills**

### **Education**

A degree in a related discipline such as zoology or biology is required for the Associate Population Biologist position. A MSc in population biology or conservation genetics is an advantage.

### **Experience:**

- Experience with ex situ conservation programmes, the One Plan Approach and small population biology science and tools.
- Experience working in the zoo and aquarium community.
- Experience working for a membership-based association.
- Experience with small population management theory and tools (PMx, ZIMS for Studbooks) is preferred.
- Experience with standard office word processing and spreadsheet packages is essential;

### **Skills**

- The ability to work effectively to deadlines and under pressure is paramount;
- Fluent written and spoken English and able to communicate with diverse audiences, including non-experts. The ability to communicate in another European language is an advantage.

- Candidates must have excellent interpersonal skills and the ability to work across multiple cultures.
- The ability to publish articles and reports for various purposes and tailored to varied audiences is an advantage

## **Employment Conditions**

The position of Associate Population Biologist is a full-time post working five days a week (38 hours) and to be based at the Amsterdam office. EAZA operates a general three days in the office: two days at home work rota. Equipment is provided for safe and healthy home working. The successful candidate will also be expected to work weekends and outside normal working hours where required, for example at conferences. There is a holiday allowance of 25 days a year and a company pension is available. An initial one year contract is offered, with a permanent contract to follow after a positive appraisal. The salary offered is €33,331 per annum. Additionally, EAZA pays an 8% holiday allowance in May which will bring the salary to € 35,998.

## **Applications**

Interested applicants with the required attributes should send a CV and brief covering letter for the attention of Elmar Fienieg at [jobs@eaza.net](mailto:jobs@eaza.net) with the subject line "EAZA Associate Population Biologist – Name of applicant". All applications received will be acknowledged by a return email.

### **Application deadline: 9 June 2023**

Interviews for the position are scheduled to take place in June either online or at the EAZA Executive Office in Amsterdam

We thank all applicants for their interest; however, only candidates short-listed for interview will be contacted.