



European Association of Zoos and Aquaria

Vacancy: EAZA Animal Welfare Coordinator

Location: Amsterdam

Deadline: 1 January 2025

Founded in 1992, EAZA (www.eaza.net) is the world's largest regional zoo and aquarium association. Driven by our vision "*Progressive zoos and aquariums saving species together with you*", we enable the collaboration of more than 450 Members (zoos and aquariums, national zoo federations and other organisations) in 48 countries, including 25 EU Member States, in the areas of animal population management, animal welfare, conservation, education and research.

The day-to-day work of the Association is managed by the EAZA Executive Office (EEO), with a dedicated team of around thirty staff members. Our main office is in Amsterdam with a satellite office in Brussels and other EEO Team Members located in EAZA Member facilities around Europe. We are a passionate, international team that cares deeply about our work and are committed to conservation, animal welfare and the development of zoos and aquariums across the world.

Job Description

As Animal Welfare Coordinator, you are a vital member of the Field Conservation and Science team in the Species Conservation Department. Your role is to support advancing evidence-based animal welfare policy, standards and practice for zoos and aquariums. Cooperation and coordination with the EAZA Taxon Advisory Groups (TAG), EAZA Ex situ Programmes (EEP) and animal management related EAZA committees and working groups are an important part of your responsibilities. You will be responsible for contributing to Members and Candidates for Membership professional development regarding animal welfare; firstly, through the organisation of appropriate training, networking-events and capacity building activities, secondly through supporting ongoing development of EAZAs standards, policies and guidelines to ensure that they reflect the latest animal welfare research, and thirdly by representing EAZA with internal and external stakeholders.

Duties and Responsibilities

Dissemination and exchange of evidence-based animal welfare best practice knowledge

1. Develop and maintain animal welfare resources that are accessible for EAZA Members including guidance on Animal Welfare Assessments.
2. Organise and deliver the biennial EAZA Animal Welfare Forum.
3. Delivery of welfare sessions or presentations at the EAZA Annual Conference and other events as appropriate.
4. Coordination of welfare communications including on social media and in printed publications like Zooquaria.
5. Oversee and contribute to the inclusion of animal welfare scientific research in the EAZA Best Practice Guidelines (BPG).
6. Contribute to review and development of EAZA Standards, guidelines and policies as appropriate.
7. Contribute knowledge to the development of animal welfare courses as coordinated by the Membership Development department and teach on courses and workshops.
8. Contribute to the organisation and coordination of animal welfare webinars.

Representation of evidence-based animal welfare best practice

1. Provide welfare science input and support to EEPs, TAGs, relevant EAZA Committees and Working Groups as well as the EAZA Executive Office departments.
2. Coordinate EAZA Animal Welfare representation with relevant stakeholders as required to achieve EAZAs objectives.

Advancing Animal Welfare Science

1. Maintain oversight over the animal welfare science and knowledge gaps as identified through the BPG process.
2. Provide support to TAGs, EEPs and the Research Committee in closing these gaps e.g. through fostering collaborations with researchers and partner organisations like universities.

Liaison to the EAZA Animal Welfare Working Group

1. Coordinating the development and implementation of the Action Plan and efficient communication between the WG and the EEP Committee.
2. Coordination and oversight of Animal Welfare Volunteers.

Required Qualifications and Experience

Qualification and experience requirements

- The successful candidate will be educated to a minimum of degree level or equivalent. A degree in a related discipline such as zoology or biology is preferred. A MSc in an animal welfare related discipline is an advantage.
- A good understanding of and experience with animal welfare science is required.
- Experience of working with diverse and multi-cultural stakeholders is required, preferably in the zoo and aquarium community.
- Fluent written and spoken English and the ability to communicate with diverse audiences, including non-experts is essential. The ability to communicate in another European language is preferred.
- A proven track record of publishing articles, papers and reports, for various purposes and tailored to varied audiences is essential.
- Evidence of successful grant applications is an advantage.
- Experience in event planning and meeting facilitation is advantageous.

Other function information

- The role will contribute to other departmental and cross-departmental topics as required and appropriate. This can, where relevant, assist with preparation related to conferences and other general tasks in the office that can reasonably be assigned.

Competencies

The successful candidate should have – or be able to develop – the following personal competencies:

- **Proactive and progressive:** Being forward thinking and taking initiative within scope of responsibility. Using knowledge and experience to lead to the best result for EAZA.
- **Professional:** Demonstrating reliability, consistency, transparency, inclusivity and honesty in your actions. Being fact-based, accountable and maintaining confidentiality. Respecting cultural and experiential differences and positively representing EAZA.
- **Cooperative:** Able to work effectively on a joint result, even if it does not directly serve a personal interest.

- **Advanced interpersonal skills:** Able to work with a wide range of new people across multiple cultures, lead newly formed teams and speak truth to power. Able to manage challenging interpersonal situations with professionalism, empathy, tact and confidentiality.
- **Project management skills:** Working collaboratively to achieve agreed goals and priorities; indicating the actions, time and resources needed to achieve these goals, in relation to specific projects. Ability to manage the project through to outcome(s) [result(s)] and evaluation.
- **Scientific skills:** Ability to critically analyse and interpret research results and draw evidence-based conclusions about relevant science related issues. Identifying research priorities, formulating research questions, and implementing research as appropriate.
- **Communication skills:** Able to convey (complicated) subject matter effectively to identified audiences, in visual, verbal or written formats using appropriate methods of communication.
- **Independent decision-making skills:** Responsibility and ability to make appropriate and independent decisions in line with the scope of the job.

Employment Conditions

The position of Animal welfare Coordinator is a full-time post working five days a week (38 hours) and to be based at the Amsterdam EAZA Executive 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 will be regular travel, including conferences and (TAG) meetings.

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 gross starting salary offered is €3,021 per month. EAZA pays an 8% holiday allowance in May which will bring the annual gross salary to €39,156. Additionally, EAZA pays a tax-free home-work travel allowance and home working allowance.

You must be an EU national or hold an EU work permit to be eligible to apply for this role.

Applications

If you are interested in the position, please send your CV and cover letter for the attention of Danny de Man at jobs@eaza.net with the subject line "Animal Welfare Coordinator - [your name]". All applications received will be acknowledged by a return email. We thank all applicants for their interest, however, only candidates selected for an interview will be contacted.

Application deadline: 1 January 2025, midnight (Central European Time)

The first round of interviews will likely take place in Amsterdam (or online) during the week commencing 15 January 2024.

We look forward to receiving your application!