



European Association of Zoos and Aquaria

Vacancy: EAZA Science Manager (0.8 FTE)

Location: Amsterdam

Deadline: 4 September 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 400 Members (zoos and aquariums, national zoo federations and other organisations) in 47 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 Science Manager, you are charged with leading a small team with whom you collectively provide an essential contribution to the success of the Association's scientific activities. As Manager of the Science Team, you are responsible for overseeing the activities of the EAZA Veterinary Committee and the EAZA Research Committee, including on nutrition, biobanking and cryopreservation, and reproductive biology. In your role you will work together with other members of the EEO including the Population Management Centre and the Animal Programme and Conservation coordinators overseeing health and welfare activities. The EAZA Research Standards and the veterinary standards outlined in the EAZA Standards for the Welfare Accommodation Management of animals are key documents under your supervision and their implementation and progression are among you and your team's key priorities. As part of your role, you will also manage the publication of the Journal of Zoo and Aquarium Research (JZAR) and maintain relationships with relevant stakeholders in particular universities and other scientific partner organisations.

Duties and Responsibilities

Association Operations

1. Management of the Science Team in the EAZA Executive Office (EEO)
 - Line management Support Officer and Coordinators in the Science Team (internally and externally based) and management of the consultants supporting the publication of JZAR.
 - Responsible for the smooth running and effective output of the Science Team, including the following activities: research, animal health, nutrition, reproductive biology, the EAZA Biobank, the Cryopreservation Network and JZAR.
2. Oversee the instigation, development and implementation of science-related partnerships, in close collaborations with the relevant members of the Science Team.

Committees

1. Liaison to the EAZA Research Committee and the EAZA Nutrition Working Group.
2. Coordinate the development and implementation of the EAZA Research Committee and EAZA Nutrition Working Group Action Plans.

3. Keep oversight of the implementation of the EAZA Research Standards with emphasis on providing guidance and support for members to meet the standards.
4. Demonstrate and promote the scientific work of zoos and aquaria including through the EAZA/VdZ research repository and representation at relevant zoo and non-zoo events.
5. Contribute to enhancing the Associations involvement in cryopreservation/cell-line banking initiatives, with emphasis on the EAZA Cryopreservation Network.
6. Organise the programme, communication and promotion of the biennial EAZA Nutrition Conference.
7. Together with the liaison for the Veterinary Committee, keep oversight of this committee's activities and output.

Journal of Zoo and Aquarium Research (JZAR)

- Oversee the development and quarterly publication of JZAR, including a high impact factor through a good submission of articles and quality peer-review process.

Communications

- Provide input to EAZA communications relating to the outputs of the Science Team e.g., via Position Statements, public speaking, Zooquaria articles and peer-reviewed publication.

Required Qualifications and Experience

Qualification and experience requirements

- The successful candidate will be educated to a minimum of MSc degree level or equivalent, preferably in a related discipline such as zoology or biology. A PhD in a related discipline is a distinct advantage.
- A good understanding of and experience with biobanking and/or reproductive science and tools is an advantage.
- Experience of working with diverse stakeholders, preferably in the zoo and aquarium community.
- A minimum of three years' experience with facilitative leadership and/or managing teams.
- 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 and reports, for various purposes and tailored to varied audiences is essential.

Other function information

- Candidates with experience of working with a membership-based association will be preferred.
- 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.
- This position involves occasional international travel, occasional evenings and weekends.

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.

- **Team management skills:** Collaboratively determining goals and priorities for the department/team and those in it. Ability to allocate the actions, time and resources needed to achieve these goals.
- **Independent decision making skills:** Responsibility and ability to make appropriate and independent decisions in line with the scope of the job.
- **Facilitative leadership:** Providing direction in a result-orientated way without taking control. Ensuring everyone in a team is motivated, involved in group decision making and has clear levels of responsibilities and autonomy. Ability to support development of and/or recognise existing skills and expertise in team members.
- **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.
- **Influential:** Able to establish credibility, command respect and influence at all levels.
- **Communication skills:** Able to convey (complicated) subject matter effectively to identified audiences, in visual, verbal or written formats using appropriate methods of communication.

Employment Conditions

The position of Science Manager is a part-time (0.8 FTE/30.4 hours per week) and to be based at the Amsterdam EAZA Executive Office. EAZA operates a two days in the office rest of the days at home per week 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 (pro rata) 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 for 0.8 FTE is €2,659 per month. EAZA pays an 8% holiday allowance in May which will bring the annual gross salary to €34,468. 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 "Science Manager – [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: 4 September, midnight (Central European Time)

The interviews will take place in Amsterdam (or online) in September, with dates to be confirmed at a later stage.

We look forward to receiving your application!