



Hawai'i Marine Mammal Alliance Inc.  
dba Hawai'i Marine Animal Response (HMAR)  
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## **JOB POSTING**

**Job Title:** Animal Care Manager

**Job Type:** Full time, exempt

**Location:** O'ahu, State of Hawai'i

**About Us:** Hawai'i Marine Mammal Alliance dba Hawai'i Marine Animal Response (HMAR) is the largest Hawai'i-based nonprofit organization engaged in marine species conservation, field support, rescue, stranding response, marine debris removal, and outreach. We work on the Hawaiian Islands of O'ahu and Moloka'i with our team of dedicated volunteers, interns and staff that are supported by private donations, corporate funding and government grants. We strive to achieve our mission through activity every day of the year that impacts our three key objectives: (1) mitigating threats to manage and recover marine protected species and the ocean, (2) educating the community to grow support for these animals and the ecosystem they call home, and (3) saving animals that need help. Now in our 9th year of operations, we respond in the field thousands of times each year to support Hawaiian monk seals, sea turtles, seabirds and the nearshore ocean ecosystem we share. And in 2024, we are taking a further step to increase our impact by launching the only full-time sea turtle emergency care and rehabilitation center on O'ahu – where the majority of all sea turtle emergencies and strandings in the State of Hawai'i occur each year. Our HMAR Care Center will be located on O'ahu and will be accepting patients in Summer 2024. Learn more about HMAR on our [website](#) and by reading our [2023 Impact Report](#). Additional information about HMAR is available on our [Facebook](#) and [Instagram](#).

**Position Overview:** We are seeking a highly motivated and experienced individual to manage our new animal care and rehabilitation facility. This facility (the HMAR Care Center) will be a veterinary hospital and rehabilitation center dedicated to the care of federally protected sea turtles on the island of O'ahu. This person will be responsible for managing all aspects of animal care and facility management. We are seeking a candidate with a strong background in animal veterinary care and husbandry, rehabilitation, and team leadership. Experience with sea turtles or similar species is preferred. This person will be responsible for managing a team of animal care volunteers and interns, as well as interfacing with veterinarians, government partners, and students. Ultimately, this person's main charge is to ensure the highest standards of support for all animals under our care.

### **Key Responsibilities:**

#### **1. Animal Care and Rehabilitation:**

- Develop and implement comprehensive care plans for animals including medical treatments, behavioral enrichment, rehabilitation programs and veterinary communications.
- Monitor the health and well-being of animals, identifying any issues and implementing appropriate interventions.
- Oversee daily care routines such as feeding, cleaning, behavioral intervention, animal intake and release.
- Coordinate with veterinarians and other specialists to ensure proper medical care and treatment plans for animals in need are developed and executed.

- Prepare for and assist with routine exams, sample collections and other medical procedures as deemed appropriate by attending veterinarians.
- Ensure all relevant record keeping and government agency reporting requirements are met on a consistent basis including maintaining detailed patient medical records.

**2. Staff Management and Training:**

- Recruit, train, schedule and supervise animal care volunteers and interns.
- Provide guidance, support, and mentorship to team members, and promote a positive and collaborative work environment.
- Conduct regular performance evaluations and provide feedback to ensure high-quality care and professionalism at all times.

**3. Facility Management:**

- Ensure activity is conducted by staff, volunteers and interns to maintain a clean, safe, and organized facility in compliance with relevant regulations and standards.
- Manage inventory, equipment, and supplies necessary for animal care and rehabilitation activities.
- Develop and implement protocols for emergency preparedness and response.

**4. Community Engagement:**

- Represent the organization in a professional and compassionate manner at relevant community events and outreach programs.
- Foster positive relationships with stakeholders, including donors, government partners, and local authorities.

**Qualifications:**

- Bachelor's degree in Animal Science, Biology, Zoology, or related field (Master's degree preferred).
- Minimum of 3 years of experience in animal care, rehabilitation, or related field, with at least 2 years in a supervisory, managerial, or lead role.
- Experience with sea turtles or related species preferred.
- Experience in the field of veterinary medicine preferred.
- U.S. citizenship required due to access requirements at certain government facilities.
- Knowledge of and experience with relevant record-keeping and reporting requirements of government agencies such as the U.S. Fish and Wildlife Service and NOAA.
- Familiarity with Institutional Animal Care and Use Committee (IACUC) standards.
- Certification in veterinary technology, animal care, rehabilitation, or related field favored.
- Experience using a wildlife rehabilitation patient tracking and database management system such as WRMD or similar system.
- Strong knowledge of animal behavior, welfare principles, and rehabilitation techniques.
- Excellent leadership, communication, and interpersonal skills.
- Ability to work effectively in a fast-paced and dynamic environment, with a commitment to animal welfare and ethical practices.
- Ability to lift and carry a minimum of 70 pounds, and to work in tropical outdoor conditions when needed.
- Full time access to a reliable car, SUV or truck. Scooters or motorcycles are not acceptable.

**Benefits:**

- Starting hourly rate of \$24.10 to \$26.45 depending on experience.
- Accruing annual retention bonus.
- Healthcare insurance if desired.
- Opportunities for professional development and advancement within the organization.
- A chance to play a key role in a newly developed animal care facility supporting federally protected marine animals.
- Living and working in one of the most beautiful places in the world.
- Making a meaningful difference in the lives of marine protected species and the community.

**How to Apply:** Please submit your resume (maximum 2 pages), cover letter outlining your qualifications and experience (maximum 1 page), and a minimum of 2 professional references to [recruiting@h-mar.org](mailto:recruiting@h-mar.org). In your cover letter, please include your current place of residence and a brief statement on why you are passionate about marine species animal care and rehabilitation. Hawai'i Marine Animal Response is an equal opportunity employer and welcomes candidates from diverse backgrounds to apply.

**Application Deadline:** This position is open until filled so please do not wait to submit an application.