



*Our Mission: We share our joy of nature to help wildlife and people thrive.*

**Position:** Senior Conservation Manager, Restore Our Shores  
**Status:** Full Time; FLSA Salary Exempt  
**Department:** Conservation  
**Reports to:** Director of Conservation

## POSITION OVERVIEW

Located along the Space Coast in Melbourne, Florida, the Brevard Zoo is an AZA-accredited facility with a diverse collection of over 900 animals representing nearly 200 species. It is also home to the Sea Turtle Healing Center for rehabilitation of wild marine turtles. Brevard Zoo is well-known for its strong conservation ethic and unique attractions, such as kayaking through the Africa area, giraffe feeding, and rhinoceros and various other animal encounters.

Brevard Zoo's Restore Our Shores program has engaged tens of thousands of citizens in science-based restoration of our local estuary, the Indian River Lagoon (IRL). We have a unique opportunity to dramatically improve the health of the IRL, which was once considered the most biologically diverse estuary in North America, by working to support restoration projects. Currently, the Zoo is engaged in restoration work focused on oysters, clams, seagrasses, and mangroves, as well as other native shoreline plants. The Senior Conservation Manager, Restore Our Shores (ROS), is responsible for overseeing these restoration efforts, as well as managing staff and field-operations associated with the Restore Our Shores (ROS) program.

## QUALIFICATIONS

### EDUCATION AND RELEVANT EXPERIENCE REQUIREMENTS

#### REQUIRED:

- Bachelor's degree in related fields (Biology, Conservation, Environmental Sciences, Oceanography, Marine Sciences, etc.).
- A minimum of two years of field work experience required.
- Experience managing staff, including experience with scheduling, training, performance evaluations, and disciplinary actions.
- Experience with project management and reporting.
- Significant experience with public speaking, including media.
- Experience collecting and organizing environmental and biological data.
- Experience coordinating and collaborating with external stakeholders and government agencies.
- Experience with grant writing and reporting.
- Experience working with volunteers, interns, and partners.

#### PREFERRED/DESIRED:

- Two years' experience designing, installing, and monitoring estuarine restoration projects.
- Experience with oyster, clam, seagrass and/or living shoreline restoration techniques.



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- Experience with permit applications and compliance.
- Experience with GIS mapping software.

## PERFORMANCE RESPONSIBILITIES

### ESSENTIAL FUNCTIONS:

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- Manage Conservation Manager (ROS), Conservation Research Coordinator, and other staff successfully: creation of schedules, coordination of time-off, payroll management, performance evaluations, staff training, disciplinary actions, etc.
- Provide oversight and guidance to staff to grow leadership abilities within the team.
- Track grants and contracts to ensure deliverables are being met on time and on budget.
- Work with Director of Conservation to implement the Zoo's conservation mission and goals specifically related to the IRL.
- Ensure staff is effectively moving forward all aspects of permitting applications and compliance with the FL Department of Environmental Protection (Environmental Resource Permitting), the U.S. Army Corps of Engineer (Nationwide Permits), all Special Activity Licenses (FWC), and any other permits/licenses required for all programs.
- Serve as the representative for the ROS program with partners, regularly attending partner meetings, collaborating on current and future projects, and working across organizations for lagoon health.
- Serve as the 'face of the program' for the ROS program, taking interviews with media and presenting to various groups as needed.
- Oversee events to promote Zoo projects, educate the public on status of the lagoon, and provide opportunities to involve the community in hands-on restoration.
- Support a safe, transparent, and rewarding work culture.
- Manually participate in the construction of oyster reefs and other restoration projects, and project related materials, alongside the team you will be managing, as needed.
- Ensure the team is performing duties with the highest quality and standards.
- Approve all necessary monitoring protocols for restoration projects.
- Attend meetings, conferences, and outreach events to represent the program and Brevard Zoo efforts; present project information and updates; facilitate partnerships with local groups.
- Provide Director of Conservation scientific background/research, labor requirements, maps, project designs, and other supporting materials, as needed, for grant applications, reports, and contracts.
- Take a leading role in grant writing, report writing, and contracting for projects.
- Work from land/water/boat on a regular basis.
- Operate a flat-bed truck, skid steer, forklift, boat, and boat trailer as part of regular job duties.
- Work as part of the larger, Brevard Zoo team, working cooperatively with other Zoo staff.
- Other duties as assigned.

### KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of the Indian River Lagoon and Florida's estuarine flora and fauna.
- Ability to manage staff successfully through strong leadership skills.



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- Ability to work outside in Florida for extended periods of time with the associated hazards-severe heat and humidity, rain, mosquitos, stingrays, etc.
- Ability to work confidently with volunteers, interns, and community members.
- Ability to work professionally and efficiently with partners.
- Excellent organizational skills and ability to coordinate a diverse project portfolio.
- Knowledge of and comfort working with Microsoft Office, Adobe Acrobat, and basic mapping software like Google Earth.
- Strong interpersonal, written, and oral communication skills.
- A positive, flexible, and proactive attitude.
- Ability to take initiative, multi-task, work independently and within a group, and lead a team of staff, interns and volunteers.
- Ability to work long hours on a boat in normal wind and wave conditions.
- Ability to pass a swim test and snorkel in the lagoon, sometimes in turbid water.
- Ability to work independently and in a team environment.
- Valid driver's license and safe driving record.
- Willingness to obtain any/all certification/licenses necessary.
- Ability to lift 50 lbs.

#### **PHYSICAL DEMANDS/WORK ENVIRONMENT**

##### **PHYSICAL REQUIREMENTS:**

###### **(H) Heavy Work**

Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.

##### **POTENTIAL ENVIRONMENTAL CONDITIONS/HAZARDS:**

This position will spend about 30% of their time outside, and about 70% of their time inside, though this is completely dependent on season, weather, and specific yearly restoration goals. For outside work, ability to work for extended periods of time in Florida weather is required. Associated hazards include but are not limited to extreme heat and humidity, rain, mosquitos, stingrays, etc. For indoor and outdoor work, ability to sit, stand, walk, bend, stoop, kneel, and lift is required, as well as finger dexterity, and the ability to talk, hear, and see.

##### **WORK SCHEDULE:**

40 hours per week, Monday-Friday, weekends and holidays as needed.

##### **TRAVEL:**

Local travel is required for field work but does not typically include overnight stays and is done in work vehicles.

The above information in this job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned



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to this job. Performance of this job will be evaluated in accordance with the Zoo's policies on evaluation of personnel.

Brevard Zoo provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state, and local laws. Brevard Zoo complies with applicable state and local laws governing non-discrimination in employment. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Brevard Zoo expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Brevard Zoo's employees to perform their expected job duties is not tolerated.

Brevard Zoo will not tolerate retaliation against employees who raise concerns or who file a claim of discrimination whether through external agencies or through Brevard Zoo's internal procedures.

*Brevard Zoo is committed to an inclusive environment where employees are encouraged to be their authentic selves. We value the diverse qualities, perspectives, and experiences of all individuals. Join us in sharing the joy of nature to help people and wildlife thrive.*

\*Interested applicants should send a resume and cover letter to [arearden@brevardzoo.org](mailto:arearden@brevardzoo.org)

## SENIOR CONSERVATION MANAGER, ROS

### FOR HUMAN RESOURCES USE ONLY

**Department:** Conservation  
**Schedule:** 40 hours per week, 12 months per year  
**Content By:** Director of Conservation  
**Compensation:** Human Resources

Revision:	Date:	Revision Control:	Initiated By:
1.0	10/15/2024	Developed	Ashley Rearden – Director of Conservation
1.1	9/18/2025	Revised	Ashley Rearden – Director of Conservation