



**BREVARD ZOO**

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

**Position:** Conservation Field Technician  
**Status:** Full Time; FLSA Hourly Non-Exempt  
**Department:** Conservation  
**Reports to:** Conservation Manager (ROS)

## 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.

Conservation Field Technicians are responsible for assisting with the construction, maintenance, and monitoring activities for the Conservation Department, primarily the Restore Our Shores (ROS) team. Most of the work will be focused on oyster reef construction, seagrass restoration, and clam and oyster gardening projects. This is a field-based position with little to no office time. Times will be spent in and around the Indian River Lagoon (IRL).

## QUALIFICATIONS

### EDUCATION AND RELEVANT EXPERIENCE REQUIREMENTS

#### REQUIRED:

- Education and/or experience in the field of shellfish aquaculture, biology, conservation, environmental sciences, oceanography, or marine sciences
- Experience participating in environmental field work
- Valid driver's license and safe driving record.

#### PREFERRED/DESIRED:

- Experience working with volunteers and partners
- Experience collecting and organizing environmental and biological data
- Experience driving a boat
- Experience operating equipment (skid steer, flat-bed truck, forklift)

## PERFORMANCE RESPONSIBILITIES

### Essential Functions:

- Conduct site evaluations for habitat suitability
  - This involves visiting potential restoration sites throughout the IRL and evaluating what features would make the site successful/unsuccessful for an oyster/clam/seagrass restoration project. This process requires walking and snorkeling in the IRL.
- Record water quality data and other environmental conditions at sites throughout the IRL:



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- Data collected: water depth, salinity, fetch, sediment composition, along with other data
- Perform pickups for the oyster shell recycling program, Shuck & Share, one to two days a week:
  - This involves driving a 16-ft flat-bed truck to Brevard and Central Florida area restaurants to collect recycled oyster shell to be used in restoration projects. This requires carrying buckets of shell and rolling bins of shell which can weigh up to 400 lbs.
- Participate in the creation, preparation, and maintenance of restoration project materials, including but not limited to oyster gabions, nets, gardening habitats, and seagrass nurseries
- Participate in all aspects of oyster reef construction:
  - This involves operating equipment, moving supplies to restoration sites, placing reef materials in the water in compliance with permits, and leading groups of staff and volunteers who are assisting in these tasks.
- Participate in the installation of other restoration projects throughout the IRL:
  - Other projects may include planting clam beds, seagrass beds, and living shorelines.
- Participate in the maintenance and regular monitoring of restoration projects throughout the IRL, including cleaning and replacing project materials such as clam bags, nets, and seagrass predator exclusion devices.
- Lead outreach opportunities within the zoo, in the community, and at schools, both as formal presentations and tabling events.
- Participate in the upkeep and care of the seagrass nurseries and the seagrass growing in those nurseries.
- 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.
- Assist with onsite conservation construction projects, as needed.
- Other duties as assigned.

### **Knowledge, Skills and Abilities**

- 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 and community members
- Strong communication skills.
- A positive, flexible, and proactive attitude.
- Ability to take initiative, multi-task, work independently.
- 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.
- Willingness to obtain any/all certifications/licenses necessary.
- Ability to lift 50 lbs.

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



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#### 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 90% of their time outside, and about 10% of their time inside, though this is completely dependent on season, weather, and specific yearly restoration project goals. For outside work, the 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 the 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 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.



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*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)

## CONSERVATION FIELD TECHNICIAN

### FOR HUMAN RESOURCES USE ONLY

**Department:** Conservation (ROS)  
**Schedule:** 30 hours or more. – 12 months per year  
**Content By:** Associate Director of Conservation  
**Compensation:** Human Resources

Revision:	Date:	Revision Control:	Initiated By:
1.0	08/29/2024	Developed	Ashley Rearden – Associate Director of Conservation