

LOS ANGELES ZOO



Inviting Applications for

ZOO DIRECTOR

The City of Los Angeles
Zoo and Botanical Gardens



The Opportunity

Los Angeles Mayor Eric Garcetti is seeking a visionary, dynamic collaborative leader with a proven track record to oversee the Los Angeles Zoo and Botanical Gardens (LA Zoo) as Director. This executive will be charged with carrying out a bold vision for the LA Zoo, with a progressive approach and deep understanding of community expectations for animal welfare in the 21st century. The Director must be an exceptional leader who is adept at financial, personnel, and organizational management. Most importantly, the Director should be driven by a passion for animal welfare and act as a collaborative problem-solver who is able to effectively cultivate relationships with both governmental leadership and an active community. The Director will manage all operations of the LA Zoo, and must be dedicated to data-driven and research-based problem solving, transparency, accountability, efficiency, and providing outstanding customer service.



About the City of Los Angeles

As the second largest city in the United States, with over four million residents in an area covering 470 square miles, Los Angeles is perhaps the most culturally diverse city in America with sizable populations from over 140 countries with 224 identified languages spoken in its households. The City's physical form is as varied as its people and includes beaches, rivers, valleys, and mountain ranges that together form an eclectic array of communities.

The City is a global leader in innovative and sustainable practices across many areas of municipal services. The City is a Charter City governed by a mayor-council system, with a Mayor elected directly by the people to a four-year term with a two-term limit, and 15 City Councilmembers elected by districts to four-year terms with a three-term limit. The entire municipal organization, which includes all city operations, is comprised of 41 operating units and 3 proprietary departments. Departments are under the leadership of a General Manager, appointed by the Mayor, and each serves in an at-will capacity. The City has more than 50,000 employees and an annual budget of more than \$17 billion.

About the Zoo

Located in one of the nation's largest urban parks, Griffith Park, the Los Angeles Zoo and Botanical Gardens is a destination for nearly two million visitors annually, a hub for environmental sustainability, a regional gateway to nature, and a global conservation leader. The Zoo embodies caring for one another, our planet, and our shared experiences, and is developing a Vision Plan to build on past successes in order to further transform the Zoo into an environmentally sustainable, world-class destination and wildlife conservation center.

The Zoo is accredited by the Association of Zoos and Aquariums (AZA) and is home to more than 1,400 mammals, birds, amphibians, and reptiles representing more than 270 different species, of which more than 58 are endangered. In addition, the Zoo's botanical collection is comprised of several planted gardens with over 800 different plant species and approximately 7,000 individual plants. The Zoo is owned and operated by the City of Los Angeles. The Zoo Commission serves in an advisory capacity to the Department. It is comprised of five Mayoral appointees and an ex-officio member. In addition, the LA Zoo works in partnership with the Greater Los Angeles Zoo Association (GLAZA), a non-profit that works with the LA Zoo to provide financial support for the LA Zoo's programs and capital projects.



About the Position

The LA Zoo Director oversees an annual budget of approximately \$23 million and leads a staff of 350 employees. The new LA Zoo Director will report directly to the Office of the Mayor and City Council and will:

- Lead a team in developing, communicating, and implementing the LA Zoo's strategic and vision plans, with clearly defined strategies and methods for measuring success;
- Maximize the welfare of the animals in the care of the LA Zoo by collaborating with governmental leadership and partners to apply the most up-to-date research and advanced understanding in animal welfare, zoo husbandry, zoo management, and exhibit design at the LA Zoo;
- Build on the LA Zoo's position as a leader in the care and conservation of animals;
- Continue the LA Zoo's exceptional programming and further develop and implement programming that brings in a diverse array of audiences to the LA Zoo;
- Build and strengthen strategic partnerships, including that with GLAZA;
- Lead a capital campaign effort to upgrade LA Zoo exhibits to the latest world-class standards, guided by a creative and progressive vision plan that reimagines exhibits into more natural settings where visitors can have a more organic observational experience;
- Maintain sound fiscal stewardship and discipline that accounts for ongoing capital and programmatic improvements;
- Provide and ensure exceptional leadership and management throughout the organization by promoting high morale, shared values, transparency, accountability, and collaboration; and
- Oversee world-class events and achieve greater performance in terms of zoo animal/species care and visitorship.



Experience & Qualifications

Applicants must have a bachelor's degree from an accredited college or university and at least five years of service in a professional managerial capacity of a large public or private cultural institution. Demonstrated expertise in zoology, animal biology, species conservation, wildlife care, and management and/or experience working with individuals with that expertise or in an organization devoted to those fields strongly encouraged to apply. A master's degree is a plus.

Compensation & Benefits

The salary range for the Zoo Director is \$212,537 to \$275,000 annually, depending on qualifications and depth of experience. The City of Los Angeles offers a highly competitive benefits package which includes an independent retirement plan to which both the employee and the City contribute; a multi-option deferred compensation plan; generous vacation and sick leave; 14 paid holidays per year; a flexible benefits plan including multi-option health, dental, and vision coverage; and family and domestic partner leave.

To Be Considered

Interested candidates should submit a cover letter and resume by February 15, 2019 to:

Management Partners

Attn: Nancy Hetrick

search@managementpartners.com

To learn more about the LA Zoo and the opportunities that lie ahead, please visit the department online at www.lazoo.org or contact Nancy Hetrick at 408-437-5400.

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