

SENIOR MANAGER OF ANIMAL HEALTH & WELFARE (VETERINARIAN)

Tacugama Chimpanzee Sanctuary was established in 1995 by the Government of Sierra Leone, through the help of conservationist Bala Amarasekaran and the Conservation Society of Sierra Leone to rescue, care for and rehabilitate confiscated pets and orphaned or abandoned wild chimpanzees. It plays a vital role in conserving and protecting chimpanzees in the wild through education, communication and legal enforcement.

Everything we do starts with the chimps and transitions into wildlife conservation, research, environmental protection, advocacy, law enforcement, community preservation, and education and ecotourism development initiatives.

TCS is currently seeking for a full-time **SENIOR MANAGER OF ANIMAL HEALTH & WELFARE (Veterinarian)** to manage the animal health & welfare of 115 resident chimpanzees, in accordance with the highest institutional standards of care.

POSITION OVERVIEW

The Senior Manager of Animal Health & Welfare will lead and coordinate the veterinary and the animal welfare departments, will supervise and manage the animal care team and will coordinate and supervise interns, volunteers and researchers working in the veterinary and the animal welfare departments. The Senior Manager of Animal Health & Welfare is expected to supervise and maintain the optimal health, nutrition, husbandry and welfare of the 115 resident chimpanzees, and assist with the overall operational management of the sanctuary including staff management, general camp infrastructure monitoring and light accounting and administration. This position reports to the Operations Manager and Programme Director, and liaises with the head of maintenance and the camp supervisor.

PRINCIPAL DUTIES

Veterinary and animal welfare:

- Overall observation and management of chimpanzee health following standard operating procedures, including daily rounds in the sanctuary.
- Respond to identified health problems including dispensing and administering medication and immobilising chimps as necessary for treatment.
- Implementation of disease prevention measures and attending to medical emergencies.
- Implementation of sanctuary group integration plan and chimpanzee introductions amongst groups.
- Health checks, immobilisation, and close monitoring of newly rescued chimps in quarantine.
- Pathology, post-mortem examination procedures and extensive sampling in accordance with sanctuary-specific protocols.
- Ongoing disease investigation based on work from several predecessors.
- Basic laboratory activities and clinical pathology.
- Health and prevention of zoonotic diseases.
- Control and record diet and nutrition of the chimpanzees (amount and items offered).
- Management of the chimpanzee water quality control and treatment for the chimps.
- Monitor chimpanzee facility maintenance including dens and enclosures.

- Monitor and oversee enrichment program for all chimps with the associate veterinarian.
- Inventory management of veterinary supplies (medicines and consumables).
- Maintain and ensure the cleanliness of the surgery, dark room, main store and all storage that are used by vet and animal welfare department.
- Filling and maintenance of daily medical and management records.
- Updating and maintaining the veterinary and animal welfare standard operating protocols and procedures.
- Caring for other species that may be present in the sanctuary.
- Conduct emergency drills of chimpanzee escapes twice yearly.
- Collaborate with past veterinarians and Tacugama's partners for specific concerns about the health and wellbeing of the chimpanzees.

Management:

- Management of Animal Care staff with the camp supervisor's support.
- Management of the daily tasks of the care staff, ensure they are meeting daily deliverables with quality.
- Management of the Associate veterinarian activities.
- In collaboration with Operations Manager, management of volunteer and research program for the veterinary and animal welfare departments. Conduct interviews to select candidates and manage the daily activities of volunteers and researchers on site.
- Capacity building for the Animal Care staff.
- Facilitate training to all new staff and volunteers on the chimpanzee escape protocol and safety protocols.
- Monthly department reports to be submitted to the Operations Manager.
- Report to Operations Manager care staff attendance, performance, bonus and penalties.
- Represent the Sanctuary in all matters related to the health & welfare of the chimpanzees.
- Liaise with national and international partners for developing the veterinary and animal welfare department, including donations, grants, medical workshops etc.
- Participate in any activity related to the development of Tacugama in collaboration with the different department.

PROFESSIONAL QUALIFICATIONS (REQUIRED)

- Degree in Veterinary Medicine from a recognized university
- 1-3 years of demonstrated experience as clinician
 - Knowledge of medical equipment (radiographs, ultrasound, blood analysis, etc.), anaesthesia procedures, lab and pathology, sampling and post mortem examination.
 - Experience conducting various types of surgeries, vaccinations and health checks on animals.
- Minimum one year of experience working with wildlife
- Previous experience working with primates or great apes and knowledge of primate medicine
- Advanced written and verbal communication skills; fluent in written and spoken English
- Proficiency with basic computer skills including Microsoft Office
- Previous experience in team leadership and institutional management
- Willingness to live in relatively basic conditions

PREFERRED QUALIFICATIONS

- Advanced certificates or training programs (e.g. residency) in zoo, wildlife or exotic medicine
- Training in pathology and necropsy techniques is highly valuable
- Problem-solving skills with a willingness to tackle unique challenges
- High emotional intelligence
- Previous experience working abroad, preferably in Africa

THE TEAM

- (1) Senior Manager of Animal Health & Welfare
- (1) Associate Veterinarian
- (15) Care staff
- (115) Resident Chimpanzees

WORKING CONDITIONS

The position is offered as a 1-year contract with the possibility of renewal based on the candidate's performance. The first 3 months are considered a probationary period.

This is a full-time, six day a week position. Early and late working hours may be required on occasion to accommodate emergencies or special circumstances.

A monthly salary of \$1000 USD is provided, as well as a daily local African-style lunch. A shared vehicle is available for staff use. Breakfast and dinner are not provided.

4-weeks vacation, VISA fees and flight tickets are covered by TCS upon completion of the first year. Candidates must provide their own health insurance.

PLACE OF WORK

TCS is located 30 minutes from Freetown, the capital of Sierra Leone, in West Africa. The sanctuary will offer accommodation in a private house with bathroom, kitchen and living room.

To apply, please send your CV in English as a PDF with a cover letter, and indicate the date you are available to start. Please send the application materials to: info@tacugama.com and to vet@tacugama.com with the reference SENIOR MANAGER OF ANIMAL HEALTH & WELFARE in the email title.

Application date: Until the position is filled.

Applicants should be able to start by April 2023 or before.