



**Job Title:** Ambassador Curator

**Reports To:** Executive Director

**Salary Range:** \$55,000-\$65,000/annually with advancement opportunities

**Work Hours:** 40 hours, 5 days/week, including weekends, some holidays, and evenings.

**Organization Summary:**

Through wildlife rehabilitation and public education, Cascades Raptor Center fosters a connection between people and birds of prey. We are a nature center and wildlife hospital open to the public year-round. The nature center offers seasonal, on-site encounters including a flight show, gloved encounters, and curriculum-based school programs. Cascades Raptor Center's Resident Care Team strives to exceed the national standards of raptor welfare in every aspect of our daily work.

**Position Summary:**

The Ambassador Curator will be a strong believer in Cascades Raptor Center's pursuit of excellence in welfare, educational impact, and ethical animal care. The Ambassador Curator is a supervisory position responsible for directing the Resident Care Team and overseeing day-to-day operations related to CRC's living collection, guided by the highest standards of applied behavioral management and welfare. Under the leadership and guidance of the Ambassador Curator, the Resident Care Team maintains a high level of communication, keen observation, interpretation, and responsiveness to animal behavior, as well as attention to detail, efficient workflow structures, and effective time management. This is a public-facing position requiring daily interaction with guests.

**Benefits:**

Health insurance, paid sick leave, approximately 4.5 weeks paid vacation per year (this includes both rollover PTO and 11 non-rollover personal days per year). PTO accrual increases after the first two years of employment.

## **Primary Duties and Responsibilities:**

### **Leadership, Management, & Administration:**

- Coordinate and direct the workflow of the RC (Resident Care) Team's daily husbandry, training, and programming duties
- Conduct bi-annual staff performance evaluations
- Manage RC Team staff schedules
- Lead monthly RC Team meetings
- Oversee compliance and maintenance of standard operating procedures for the Training & Education Department in conjunction with the COO
- Collaborate with other departments as needed to support the success of the Center, through regular meetings, project planning, organizational planning, etc.
- Oversee the RC Team budget with other leadership staff
- Serve as a member of the Emergency Action Plan Team
- Attend board and committee meetings as needed

### **Animal Care & Training:**

- Direct and mentor staff, volunteers, and interns in the management of ambassador husbandry and wellness, including:
  - Aviary cleaning and assessment of maintenance needs
  - Maintenance of training spaces
  - Regular wellness examinations with the staff veterinarian
  - Diet and weight management
  - Monitoring and addressing other care needs
- Direct staff in the management of ambassador training, including:
  - Cooperative care/husbandry behaviors, e.g., weighing, shifting, voluntary care
  - Programming behaviors, e.g., free flight, glove, and equipment
    - Maintenance of CRC's telemetry equipment and ambassador telemetry mounts
    - CRC is moving toward reducing and, eventually, eliminating the use of physical restraint (anklets and jesses) wherever possible
- Maintain clear records of the above
- Manage CRC's living collection through acquisition and disposition in conjunction with the COO and Executive Director

### **Programming:**

- Schedule, direct, and/or deliver programming:
  - Produce a seasonal Flight Show and Encounters (May – September)
  - On-site, scheduled school programs (October – April)

- Oversee the scheduling of private tours and encounters with the public & donors
- Coordinate with the Development Team to produce special events, including tour series, evening events, CRC's annual fundraiser, and special donor engagement events

#### **Required Qualifications:**

- A professional ethos that aligns with the Resident Care Team's vision of programs that maximize the welfare, autonomy, and impact of the birds through our daily practices
- Minimum of 5 years of successful supervising and managing others
- Minimum of 10 years of experience working in captive animal training and education – a combination of education, relevant volunteer work, and professional positions may be considered
- Established skills, experience, and knowledge of free flight practices, protocols, and telemetry equipment
- Outstanding interpersonal skills, including strong written and spoken communication
- Commitment to giving, receiving, and applying constructive feedback
- Ability to complete tasks and meet goals with minimal supervision
- Efficiency and flexibility in a fast-paced and often changing environment
- A strong foundation in and commitment to equity, diversity, and inclusion, especially as they relate to nonprofit work and the zoological field

#### **Preferred Qualifications:**

- Fluency in digital record keeping and communication, e.g., Excel, word processing, etc.

#### **Physical Requirements & Working Conditions:**

- Ability to work in a variety of weather conditions, year-round, outdoors
- Employees must be capable of being on their feet 6+ hours/day, walking, standing, squatting, kneeling
- Capable of climbing steep terrain, stairs, and ladders; must have a good sense of balance
- Ability to team-lift and move 50 lbs.
- Possess or can obtain a valid Oregon driver's license

#### **How to Apply:**

Email the following materials to Cascades Raptor Center at [info@cascadesraptorcenter.org](mailto:info@cascadesraptorcenter.org), with subject line "Ambassador Curator":

- Cover letter that clearly outlines why you are a good fit for this position and the specific skills and knowledge you bring to the job
- A resume detailing relevant experience, work history, accomplishments, and professional references

We are interested in finding the best candidate for the job, who may be an applicant from a less traditional background.

Applications will be reviewed on a rolling basis. The position is open until filled, with priority given to applications received by Friday, February 6, 2026 by 5 PM PST.

*At Cascades Raptor Center, we strive to create a space where everyone feels welcome, safe, and heard. We are committed to the well-being of our marginalized visitors, staff, volunteers, and board members, and do not tolerate behavior that threatens, demeans, or excludes them. Our organization is an equal opportunity employer and does not discriminate based on race, ethnicity, religion, gender identity, sexual orientation, age, family status, national origin, or any other status protected by law.*