

Toronto Zoo, Director, Wildlife Health

Looking for a career with a dynamic organization that is committed to protecting wildlife? We are interested in dedicated individuals who are positive, enthusiastic, and passionate about connecting people, animals, conservation science and traditional knowledge to fight extinction. Your Toronto Zoo makes animal well-being a priority in all operations and shows respect for all wildlife.

What does it take to shape the future of wildlife health on a global scale? At your Toronto Zoo, this senior leadership role sits at the intersection of science, strategy, and conservation impact, influencing animal welfare and conservation outcomes, locally and globally.

Position Purpose: The Director of Wildlife Health oversees the operational efficiency and financial sustainability of the Wildlife Health Centre that houses the animal hospital, quarantine unit, laboratories and conservation breeding programs, and its staff that includes a full staff of veterinary and animal care professionals. The Director oversees the Veterinary, Nutrition and Welfare Science programs as part of the zoo's holistic One Well-being model. The Director is a member of the senior leadership and develops near-term and long-term strategies for overall direction of animal well-being. The Director provides support for the Zoo's conservation and research efforts and achievement of the Toronto Zoo's Strategic and Master Plans.

Core Role Responsibilities

- Leads a comprehensive One Well-being program in conjunction with the Wildlife Care Division, that includes preventive and emergency medicine, nutrition and welfare for resident animals and external animals requiring sanctuary in our facility.
- Develops and maintains external partnerships with academic institutions and government agencies while staying current on advancements in wildlife health and zoo science, implementing best-practice standards and innovative programs to enhance the zoo's practices, reputation, and state-of-the-art wildlife health program.
- Oversees relevant research, conservation, and training projects, including professional publications and presentations.
- Provides mentorship for both professional development of exempt staff and supervision of the veterinary training program in zoological medicine.
- Works with exempt staff to engage the Strategic Communications team and share wildlife related stories using a variety of platforms.
- Develops and implements policies and procedures for the division and the Zoo as required.
- Provides oversight of the regular maintenance of veterinary record data. Collaborates with the Wildlife Health Manager to ensure compilation of data for monthly reports regarding the health of the collection.
- Participates in the wildlife health aspects of local, regional, national, and international conservation programs.
- Acts as the Veterinary Science Advisor for the Animal Care and Research Committee and Animal Welfare Committee.

- Works with regulatory and accrediting bodies, including AZA, OMAFA and CCAC, to ensure compliance with and develop new animal health and welfare standards.

Technical Knowledge And Skills

- Must be a graduate of Veterinary Medicine from a recognized college.
- Strong preference for Board certification or eligibility by the American College of Zoo Medicine, or the European Association of Zoo and Wildlife Veterinarians, or the equivalent.
- Must have 10 years plus progressive related experience practicing veterinary medicine in a zoo or major animal holding facility.
- Must possess a minimum of 5 years of experience in a leadership position in a related discipline at the managerial level, preferably in a unionized environment.
- Must have completed a post-graduate training program in zoo medicine or have relevant equivalent experience. Must possess (or be able to obtain) a license in veterinary medicine issued by the College of Veterinarians of Ontario.
- Clinical skills, including anesthesia, in a broad range of taxa is preferred.
- Demonstrated ability to conduct and publish research results in peer-reviewed journals and obtain external funding.
- Must possess demonstrated presentation skills, along with the ability to prepare and deliver training programs and be able to speak well in public. Experience with teaching is desirable.
- A proven ability to effectively direct and motivate staff and to lead work teams.
- Possess experience in the preparation and administration of an operating budget.
- Must be knowledgeable in the use of computerized programs and systems, including Microsoft Office 365.
- Well-developed interpersonal skills, along with strong communications skills including excellent writing skills and the ability to speak confidently in public.
- Must have a working knowledge of the Ontario Occupational Health & Safety Act and WHMIS legislation.
- Must be able to work weekends and holidays, on occasion.

While we appreciate the interest of all applicants, only those selected for an interview will be contacted. The successful candidate may be required to provide a police reference check and/or driver's abstract, at their own expense as a condition of employment. Candidates may be required to take a written and/or practical examination relevant to the position.

To apply, please submit a CV and cover letter, detailing how you fulfill the role description and personal specification to Perrett Laver's Vacancies page (<https://apptrkr.com/9738456> quoting reference 8535. The deadline for applications is September 4, 2026.

The role will be based in Toronto.

The salary range for the role is \$148,637 – \$180,000 per year

Your Toronto Zoo values the importance of inclusive recruitment practices and strives to create a workplace that reflects and celebrates the rich diversity of our city. Please let us know if you require specific accommodations to be in place before you begin the interview process. Your Toronto Zoo respects the principles of equity, diversity and inclusion and seeks to model these principles in all that we do. We are committed to fostering an inclusive workforce where all employees feel respected, supported and valued. We strive to create an environment that represents the rich diversity of our guests and our community and encourage applications from all qualified individuals who can contribute to enhancing our commitment to equity, diversity and inclusion. Applications are especially encouraged from racialized persons/persons of colour, Indigenous/Aboriginal People of North America, persons with disabilities, LGBTQ2S+ persons, and women. Your Toronto Zoo makes animal well-being a priority in everything we do, respecting wildlife, caring for our team, guest and community. We are a welcoming place to visit, volunteer, and work, united by a shared commitment to conservation, connection, and reconciliation. We blend science and traditional knowledge to protect species and their habitats, and we invite others to join us as Guardians of Wild, acting together to ensure wildlife and wild spaces thrive. This job posting is for an existing vacancy within our organization. Your Toronto Zoo uses artificial intelligence to screen, assess or select applicants.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please see our Privacy Policy (<https://perrettlaver.com/privacy-policy/>).

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