



Embark on a journey where your veterinary expertise contributes to groundbreaking wildlife conservation, both in the U.S. and globally, as the Director of Animal Health.

Are You an Ideal Candidate?

Insightful Veterinarian: You're a skilled veterinarian driven to shape veterinary practices and conserve wildlife, using your expertise to make a global impact.

Skilled Relationship Builder: Your high emotional intelligence (EQ) plays a pivotal role in establishing and nurturing meaningful collaborations.

Modest Yet Bold Innovator: You embody the rare combination of humility, voracious curiosity, and intelligence. You're a part of the team steering the organization towards new territories with your wisdom, expertise, and enthusiasm.

Global Conservation Advocate: You see beyond borders, understanding the interconnectedness of local and global conservation efforts and striving to make a worldwide impact.

Authentic Leader: Your authenticity and genuine passion for leadership, wildlife, and conservation inspire and drive the mission forward.

MISSION

Saving endangered wildlife and habitats through sustainable assurance populations, expanding education and training initiatives, and responsible land stewardship.

VISION

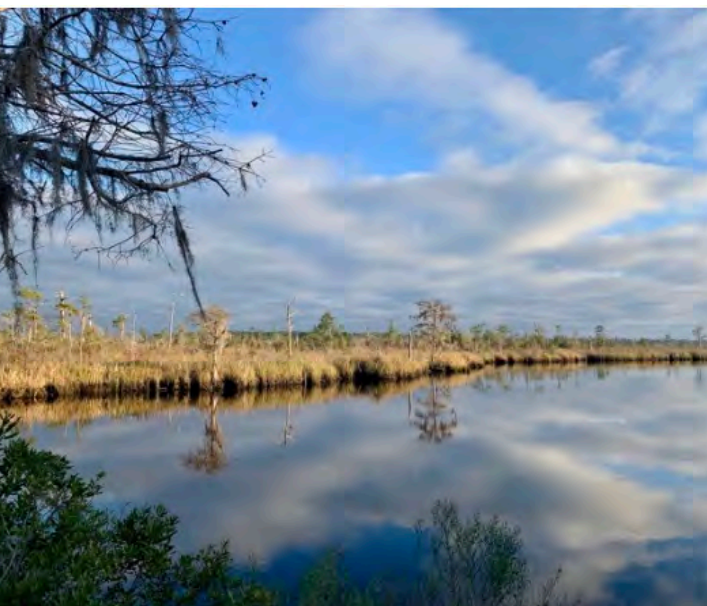
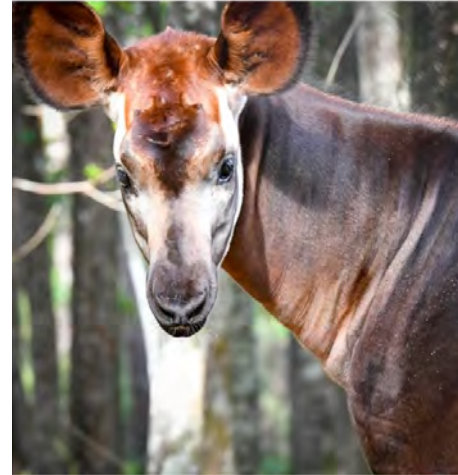
A future in which wildlife populations are thriving, supported by a network of secure lands and sustained by a caring society.



About White Oak

White Oak is a state-of-the-art, scientific education and conservation center in Northern Florida focused on saving and recovering populations of rare species, building assurance populations, convening experts and training the next generation of conservation leaders.

White Oak is widely respected among conservationists for its work in protecting and propagating endangered animals, specifically **rhinoceros, elephants, cheetah, antelope, and okapi**. White Oak also works with state and federal agencies, including the US Fish and Wildlife Service, to recover and release into the wild some of Florida's native inhabitants, including **panthers** and **grasshopper sparrows**.



Conservation capacity building is fundamental to White Oak's core mission. Focused on immersive skill-based learning, White Oak's capacity building programs seek to empower all conservationists, from students to seasoned leaders. White Oak conducts diverse training, capacity building and education programs, to advance the potential and ignite the passion of future conservation leaders.

White Oak, a privately managed AZA accredited facility and a key member of the expansive TWF Conservation family, plays a crucial role in a global initiative that encompasses over 1 million acres. TWF Conservation safeguards thousands of animals, including rhinos, elephants, primates, and okapi. Its efforts involve creating assurance populations, protecting rare species in their environments (including one-third of the world's remaining black rhinos), restoring ecosystems, and preserving wilderness areas in North America and Africa.

WHITE OAK IMPACT HIGHLIGHTS



Over 500 animals and 31 species cared for



Over 17,000 acres of wildlife facilities and conservation habitats



125 years of wildlife management experience



Over 220 conservation professionals trained in the last 5 years alone

The Vibe

A Unique Fusion of Wildlife, Guest Experience, and Expert Collaboration

White Oak is an extraordinary organization, defying conventional labels. Operating privately and not accessible to the general public, it is dedicated to the propagation of endangered species and assurance populations, coupled with a unique convening platform for cross-disciplinary expert collaboration. This synergy sparks inventive approaches to conserving wildlife and habitats. Guests of White Oak enjoy an exclusive experience, marked by outstanding hospitality, a truly unique combination not found elsewhere in the U.S.



A Harmony of Determination and Ease

At the heart of White Oak is a culture that effortlessly blends a laid-back attitude with a willingness to take bold risks. Relationships here go beyond mere connections; they are the vital force behind the effectiveness of White Oak's teams, thriving on open, consensus-driven dialogue and a shared commitment to collaboration. The White Oak ethos, rooted in hard work, inclusivity, and integrity, lays the groundwork for the organization's collective achievements and responsibilities.



Natural Habitats and Respectful Stewardship

Central to White Oak's mission are its wildlife programs, focused on creating expansive, naturalistic habitats. This commitment allows animals under their care to lead a life that is rich and reflective of their natural ecosystems. Key to White Oak's philosophy is their dedication to natural rearing practices and a lower-intensity management approach. By intentionally minimizing human interference, they cultivate environments that authentically replicate the natural habitats and rhythms of their animals, addressing their inherent needs and behaviors.

Carving a Niche in Global Wildlife Conservation

Their proactive strategies in herd health management and comprehensive conservation initiatives have positioned White Oak as a standout in the zoological and conservation sectors.

Your Role as Director of Animal Health

In the role of Director of Animal Health, you will play a critical role in shaping the impact of White Oak, both locally and internationally. This position extends beyond managing animal health; it's about making meaningful contributions to conservation efforts that have a global reach and resonance.

Candidate Strengths, Skills, and Qualities

The next Director of Animal Health is a veterinary leader with a deep-seated passion for wildlife conservation and an exceptional level of emotional intelligence. This individual will not only bring extensive expertise but also embody a strong problem-solving ethos, ideally backed by experience in veterinary research and field conservation. This individual demonstrates humility, excellence, and a desire to collaborate and co-create treatment plans in a unique setting where endangered species live in large herds and natural habitats.

What sets this leader apart is their innate ability to forge strong relationships and navigate diverse viewpoints. As a leader, they are an inspiring, motivating force that humbly inspires action, provides mentorship, and enables individuals and teams to reach their potential and achieve success within, across, and outside the organization. This leader's exceptional communication skills, characterized by clarity and adaptability, are pivotal in leading and inspiring a multifaceted team. They demonstrate the unique capacity to ebb and flow with changing situations, coupled with the patience and quiet strength to observe and understand before acting.

This role is suited for someone who is deeply committed to international conservation efforts and is enthusiastic about applying veterinary practices in field settings. A passion for guiding veterinary residents, coupled with a fervor for sharing knowledge and experience with staff and students, is desired. This individual enjoys coaching

and teaching, a reflection of their commitment to continual learning and development.

Collaboration is key, and the ideal candidate will relish the opportunity to partner with other conservation organizations, contributing their extensive knowledge and expertise to enhance global conservation initiatives. This position requires a balance of clinical expertise and a talent for team collaboration.



QUALIFICATION CHECKLIST

In addition to the above, other essential qualifications for this role include:

- ☐ A Doctorate in Veterinary Medicine from an AVMA-accredited school.
- ☐ Board Certification in the American College of Zoological Medicine or in the process of attaining it.
- ☐ More than 10 years of experience in clinical zoological or wildlife medicine, with a preference for additional experience in conservation fieldwork.
- ☐ At least 8 years in a leadership role in zoo/wildlife veterinary medicine.
- ☐ An advanced degree in a field related to wildlife ecology, conservation, or epidemiology is highly desirable.
- ☐ Eligibility for, and prompt attainment of, veterinary licensure in Florida.
- ☐ USDA/APHIS accreditation in Florida.
- ☐ Experience with elephants as well as comfort working in range countries is desirable.
- ☐ Ability to obtain and maintain a valid federal DEA license (Schedule II through V)
- ☐ Leadership role(s), or strong involvement, with a regional or international conservation program is desirable.
- ☐ Proven track record in scientific investigation with peer reviewed publications in wildlife and/or conservation medicine and science is desirable.
- ☐ Comprehensive knowledge of established principles and best practices of zoo and wildlife animal medicine, including safety, animal restraint, dangerous drug administration, record keeping and observation skills.

Key Aspects of Roles and Responsibilities

- ▶ **Lead and Innovate in Animal Health:** Manage the animal health program, guiding veterinary teams to enhance efficiency and introduce innovative herd health strategies in collaboration with animal husbandry managers.
- ▶ **Foster Collaborative Partnerships:** Take a leading role in building and maintaining partnerships in animal health and conservation and represent White Oak in professional circles and publications.
- ▶ **Advance Clinical and Scientific Inquiry:** Spearhead practical, clinical research to develop solutions and best practices, in partnership with husbandry and care leaders, that bolster White Oak's wildlife programs.
- ▶ **Global Representation:** Advocate for White Oak's animal health and science initiatives on an international platform.
- ▶ **Develop Educational and Training Programs:** Collaborate in creating and implementing training and capacity-building initiatives, focusing on the professional growth and mentorship of emerging zoological medicine professionals.
- ▶ **Strategic Involvement in Habitat and Conservation Planning:** Engage in the planning and design of animal habitats, collection management, conservation strategies, and overall strategic planning.

This role transcends a typical job; it's a chance to significantly shape the future of wildlife conservation, driving innovative strategies and guiding a passionate team within an exceptionally rewarding and distinctive setting.

Life in North Florida: A Blend of Natural Beauty, Diversity, and Convenience

Living in North Florida offers a unique and fulfilling experience, combining the allure of natural landscapes with the convenience of urban amenities. Here's what makes North Florida an exceptional place to call home:

- ☀️ **Ideal Weather:** Jacksonville boasts some of Florida's most pleasant weather, offering a warm, sunny climate that's perfect for outdoor enthusiasts. Unlike other parts of Florida, North Florida experiences a more pronounced change of seasons, adding to the charm and appeal of the region.
- ☀️ **Diverse Environments:** Whether you crave the tranquility of rural life, the excitement of urban living, or the relaxation of beachside living, North Florida has it all within a 30-minute reach.
- ☀️ **Stunning Natural Beauty:** The region's natural beauty is breathtaking, with majestic rivers, public parks, and meandering lush landscapes.
- ☀️ **Affordable:** Life here is not only practical but also affordable. The cost of living is reasonable, allowing for a comfortable lifestyle without the strain on your wallet.
- ☀️ **Tax Benefits:** Florida's lack of income tax is a financial boon, giving residents a chance to enjoy more of their hard-earned money.
- ☀️ **Southern Charm:** True to its roots, North Florida exudes Southern hospitality. Expect warm greetings and friendly faces, making you feel right at home.

In North Florida, you're not just finding a place to live; you're discovering a lifestyle that's as diverse and dynamic as the landscape itself. Whether you're settling in North Florida or South Georgia, this region offers a quality of life that's hard to match.



TO APPLY:

White Oak has engaged Adisa, collaborating with Canopy Strategic Partners, to manage this search. Candidates interested in this opportunity should send their detailed resume and cover letter combined into a single PDF to search@adisagroup.com. For any inquiries, kindly use the same email address.

