



Sea Turtle, Inc.
South Padre Island, TX

Director of Animal Care

Full-Time | On-Site | Reports Chief Conservation Officer

About the Opportunity

Sea Turtle, Inc. is a global leader in sea turtle rehabilitation, conservation, research and education!

With the recent completion of the world's largest fully enclosed sea turtle hospital, we're seeking a strategic, innovative, engaging, experienced, and mission-driven **Director of Animal Care** to lead and elevate our animal care operations.

This is more than a clinical leadership role—it is an opportunity to shape process excellence, mentor and lead a high-performing team, and help create an unmatched experience for patients, the public, and staff.

Key Responsibilities

Animal Health & Patient Care

- Lead and manage daily operations for all animal care including diets, enrichment, medical care, and resident turtle welfare
- Collaborate closely with veterinarians to execute best-in-class care plans
- Collaborate across all pillars of the mission for unified mission
- Perform and oversee diagnostics, including necropsies and x-rays; manage and maintain specialized medical equipment
- Ensure all procedures follow high standards of safety, welfare, and effectiveness
- Serve in the on-call stranding response rotation with other animal care leadership

Team & Workflow Leadership

- Directly supervise and train rehabilitation specialists, aquarists, interns, and volunteers on best in class processes
- Build, document and implement consistent, repeatable workflows—including opening/closing duties and task delegation—to maximize team efficiency and animal care standards
- Evaluate task execution and identify process improvements
- Develop a strong culture of accountability, collaboration, and growth within the animal care team
- Create and document best in class workflows related to patient care, intake, electronic records etc.

Organizational Alignment

- Serve as a visible ambassador of Sea Turtle Inc.'s mission across all departments—rehabilitation, conservation, research and education
- Work cross-functionally to support a seamless integration of research, public engagement, and veterinary care
- Contribute to grant research and resource development for enhanced patient outcomes

Operations & Compliance

- Partner with the CCO on budget planning and fiscal responsibility within the animal care department
- Ensure controlled substances, radiation safety, and medical records are compliant and up-to-date
- Maintain clean, safe, and operationally efficient hospital and clinic facilities
- Coordinate medical procedures and schedule with the veterinary team
- Support accurate and timely data entry into internal and national reporting systems

Minimum Qualifications

- **Licensed Veterinary Technician (LVT or RVT)**
- Bachelor's degree in Biology, Marine Science, Animal Science, or related field
- **At least 5 years of direct experience in sea turtle care**
- Proven track record of **people leadership** and **workflow/process implementation and Electronic Records Management**

- Experience managing animal health care teams in a clinical, wildlife, or zoological setting
 - Ability to lift 40+ pounds and assist in turtle rescue and transport
 - Strong interpersonal and communication skills across departments and audiences
 - Valid U.S. Driver's License and ability to work legally in the U.S.
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Preferred Qualifications

- Experience in wildlife grant writing or inter-agency collaboration
 - Familiarity with electronic record-keeping software
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Working Conditions

- Outdoor and variable conditions, including heat and inclement weather
 - Rotating on-call responsibilities, including weekends and holidays
 - Physical demands include standing, bending, and lifting as part of daily operations
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Why Join Sea Turtle Inc.?

- Full-time salaried position
- Health, dental, life, and ancillary benefits
- Paid vacation with tenure-based increases
- Staff discounts and mission-driven workplace culture

Apply here:

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