

**Sea Turtle, Inc.**

**South Padre Island, TX**

**Director of Animal Care & Hospital Operations- Sea Turtle**

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

**About the Opportunity**Sea Turtle, Inc. operates the world’s largest fully enclosed sea turtle hospital — a complex, high-volume medical facility providing advanced veterinary care to endangered sea turtles. We are seeking an experienced veterinary hospital operations leader with a proven track record in managing clinical teams, workflows, and compliance in an animal healthcare setting. This role combines high-level hospital administration with mission-driven conservation work, overseeing patient care, staff development, medical records, and operational excellence.

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.

The ideal candidate will bring both clinical and operational experience, and be passionate about leading teams, designing systems, and delivering results in a fast-paced, mission-driven environment.

**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**

* Marine or wildlife experience is a plus, but not required — leadership in a veterinary or zoological medical facility is the core requirement.
* Bachelor’s degree in Biology, Marine Science, Animal Science, or related field
* 5 years of progressive leadership in animal health operations, with at least 2 years managing teams in a clinical or zoological setting
* 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.

**Preferred Qualifications**

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

**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

**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:

[Apply Here](https://docs.google.com/forms/d/e/1FAIpQLSfOsbmRZDRDBSp1GRNMlzBKTP7QZkgF2ZiqpO_aNJxJ06QBAQ/viewform?usp=sharing)

Director of Animal Care