



## **Exhibits Technician II – Stranding Response & Research Lead #02050**

### **City of Virginia Beach – Job Description**

Date of Last Revision: November 18, 2025

**FLSA Status:** Non-Exempt

**Pay Plan:** General

**Grade:** 19

### **City of Virginia Beach Organizational Mission and Values**

The City of Virginia Beach exists to enhance the economic, educational, social, and physical quality of the community and provide sustainable municipal services which are valued by its citizens.

The City of Virginia Beach organization is based upon a belief in the democratic process of government. This belief provides meaningful ways for citizens, reflecting the diversity of our City, to contribute to the development of public policy. This process is enhanced by organizational values which guide member performance within the Virginia Beach Quality Service System. These values define our desired organizational culture. We value quality customer service; teamwork; leadership and learning; integrity; commitment; and inclusion and diversity.

### **Class Summary**

Respond to live and dead marine mammals and sea turtles in the wild in all types of weather conditions. Develop and participate in related research. Lead health maintenance, rehabilitation, field response, field research, data analysis and/or necropsy activities.

Communicate with public while engaged in stranding response and outreach activities. Serve as a working lead, assisting Senior Curators with the selection, training and guidance of, part-time staff, volunteers, interns and Batten fellows. Assist with administrative tasks such as federal, grant and permit writing and reporting, shift scheduling, expenditure tracking and financial reconciliations. Occasionally, work from boats, or from an airplane. Participate in weekly, weekend and holiday standby rotations for after-hours coverage of the marine animal stranding

hotline, and act as primary staff for coordinating initial stranding response activities required during assigned rotation. Work shifts up to twelve (12) hours straight as needed.

## **Representative Work Functions and Responsibilities**

- Serve as a working lead for section staff, volunteers and interns in assigned area or during stranding response events to effectively respond to injured, impaired or deceased marine mammals and sea turtles in the wild. Areas of responsibility may include field response and situational assessment, research and data collection, investigation and documentation of mortalities, and live animal rehabilitation and health maintenance. Response may require driving vehicle on beach, entering shallow water, and/or assisting from a boat.
- Answer and field calls from the public regarding stranded animals; determine if calls warrant a response; and prioritize and organize response needs and resources.
- Lead or assist other staff with medical assessment and intake of animals into rehabilitation.
- Lead or assist with humane euthanasia as directed by the Aquarium veterinarian.
- Lead post-mortem examinations (necropsy) of deceased animals and assist other staff with detailed necropsy and sampling for the purpose of data collection, cause of death determination, and research.
- Provide for the needs of all animals undergoing rehabilitation at the marine animal stranding center through regular daily feedings and medical treatments under the supervision of the senior animal care staff and/or Aquarium veterinarian.
- Prepare and assist with narrative and statistical reports in support of stranding response activities and research.
- Maintain quality standards through regular maintenance and cleaning activities; keep service areas and personal workspace clean and organized.
- Maintain courteous and professional demeanor in all interactions with volunteers, staff, collaborators and the general public. Convey information concerning the Marine Mammal Protection Act (MMPA) and the Endangered Species Act (ESA) provisions in an effort to protect both stranded animals and people.
- May participate in research projects and on-water or aerial surveys as assigned.
- Coordinate part-time staff, volunteer, intern, and fellow recruitment, on-boarding and scheduling. Oversee the work of part-time staff, volunteers, interns and fellows; and may oversee the work of Exhibits Technician Is.
- Develop protocols and instructions; and conduct training designed for various skill levels (e.g. new full-time staff, hourly staff, volunteers, interns and fellows).

- Coordinate collection, analysis, reporting and storage of stranding, medical record, and research data, such as National Atmospheric Administration (NOAA Fisheries) Level A Data Collection forms for marine mammal stranding events and sea turtle stranding and salvage network forms, stranding event details, veterinary and daily care, observations, releases, mortalities, etc.
- Design and/or utilize databases or other data management tools to ensure data is stored in a secure and accessible manner. Utilize parametric and non-parametric statistical analyses, data manipulation and other statistical techniques to identify trends, problems and solutions; and otherwise support research and conservation activities.
- Assist senior staff with proposal writing, budgeting and conducting research involving field work and data analysis.
- Assist senior staff with reporting for grants, contracts, and permits, as well as reporting of financial data for the Aquarium administration and outside organizations.
- Assist with maintenance and organization of equipment and supplies including inventory, ordering, and repair.
- Coordinate with education, marketing, development and exhibits staff in data/knowledge/image transfer in order to provide updated information for the public, staff, volunteers and Aquarium membership.
- Participate in synergistic activities with other organizations, which may include conference calls, working groups, consortia, and other professional activities.
- Ensure compliance of all applicable Virginia Aquarium protocols, procedures, and accreditation standards including but not limited to, animal welfare and care, quarantine, nutrition and diet preparations, animal restraint and translocation, and animal systems support technologies such as life support and water quality. Perform and assist with trouble shooting and regularly review current protocols for improvements. Help develop, edit, and implement assigned division's standard operating procedures. Maintain currency of knowledge regarding governing agencies and regulatory/accrediting bodies' standards and guidelines.
- As applicable, trailer, operate and assist with routine maintenance for small boats used for stranding and research activities; trailer stranding response equipment; and serve as first mate on larger research vessels when needed.
- May occasionally assist with stranding response activities or participate in professional development outside of the local area requiring extended overnight travel.
- Perform other job duties requiring skills, knowledge and physical requirements as demanded by those duties described. Individual assignments will be determined by the supervisor based on current workloads and department needs.

## **Performance Standards**

- Effectively participate in, coordinate and/or lead stranding response events and/or dead animal examinations that generate high quality data, as assigned.
- Effectively provide live animal care as directed by senior staff.
- Efficiently work in a group setting, including organizing and leading teams; and coordinating and/or leading required data management activities as assigned including data collection, entry, quality assurance/quality control, querying, and reporting.
- Interact with other staff, the public and volunteers in a professional and courteous manner.
- Develop clear protocols and instructions; and conduct effective trainings.

## **Minimum Qualifications**

- Requires any combination of education (above the high school level) and/or experience equivalent to four (4) years in fields utilizing the required knowledge, skills, and abilities and associated with positions such as wildlife biologist, zoologist, stranding technician, or necropsy technician in a similar facility or program (e.g. stranding organization, field conservation station, anatomy or necropsy/pathology laboratory, etc.).
- Individual positions will have specific requirements regarding subject expertise, skills and training; these will be noted on job requisition at time opening is advertised.
- Must have a current and valid driver's license.

## **Preferred Qualifications**

- Bachelor's degree or higher in biological sciences, veterinary science, zoology, conservation biology, or other related fields.
- Two (2) or more years of full-time equivalent experience in marine mammal and/or sea turtle stranding response.
- Experience providing medical care to marine mammals and/or sea turtles.
- Experience performing and leading marine mammal and/or sea turtle necropsy.
- Experience working in and around water including operating large vehicles such as heavy-duty pick-up truck or twelve (12) passenger van around coastal environments; driving on beaches, on bridges, through tunnels; and trailering or driving boats.
- Strong listening, communication, retention, and interpersonal skills.
- Ability to maintain highest levels of professionalism and a positive attitude, which is a reflection of the Virginia Aquarium & Marine Science Center, and the City of Virginia Beach.

- Ability and willingness to both provide and follow direction and procedures from other staff persons to ensure the health and safety of staff, volunteers and animal patients and to ensure compliance to federal laws and guidelines, including the Marine Mammal Protection Act (MMPA) and the Endangered Species Act (ESA).
- Experience with public speaking (e.g. Oral presentations) and communicating biological concepts and conservation messaging.
- Experience with data curation, database design and data manipulation.
- Experience with basic parametric and non-parametric statistical analyses and software.
- Completed coursework on vertebrate anatomy or experience with vertebrate dissection techniques.

## Special Requirements

- Must be able to work rotating shifts (days/evenings/midnights) including weekends and holidays and be available to work overtime when required to meet operational needs.
- This position may require that incumbents wear and maintain appropriate personal protective equipment such as, but not limited to, close toed shoes, hard hats, safety glasses, gloves, respirators or other safety attire and equipment in designated areas of risk. Specific requirements will be determined and communicated by the employee's supervisor based on assigned duties.
- This is a safety sensitive position and is subject to mandatory drug testing. Positive drug test results may result in counseling and/or discipline, up to and including, termination.
- Upon hire, the selected candidate will be required to receive rabies pre-exposure vaccination provided by the City of Virginia Beach Occupational Health Services.

## Working Conditions

Working conditions are intended to provide a general overview of the environmental conditions inherent in the job setting, as well as the physical, mental, and sensory requirements necessary to perform the essential functions of positions in the noted job title. A more detailed description will be made available at the position (PCN) level both internally and externally with all posted open positions.

*NOTE: Per HR Policy 6.19, Americans with Disabilities, the City follows the requirements of the Americans with Disabilities Act (ADA) in all hiring and employment decisions. The City shall not discriminate on the basis of disability in its hiring and employment practices. The City shall make reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability upon request unless the accommodation would cause an undue hardship on the operation of the City's business.*

DISCLAIMER:

*This description is intended to indicate the kinds of tasks and levels of work difficulty that will be required of positions that will be given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of any supervisor to assign, direct, and control the work of employees under his or her supervision. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.*