



COLUMBIA GORGE  
DISCOVERY CENTER & MUSEUM  
*be present... in the past*

**Crate's Point dba Columbia Gorge Discovery Center & Museum (CGDCM)**  
**5000 Discovery Drive, The Dalles, OR 97058, (541) 296-8600**  
**February 2023**

**DEPARTMENT:** Learning & Engagement  
**JOB TITLE:** Curator of Birds  
**REPORTS TO:** Director, Learning and Engagement  
**CLASSIFICATION:** Full-time

**WAGE CLASSIFICATION: Hourly; 40 hours a week**

#### **POSITION SUMMARY:**

The CGDCM is a federally recognized 501(c)(3) non-profit located in The Dalles, Oregon in the rain shadow of the Cascades. We are the official interpretative center for the Columbia Gorge Scenic Area and partner with local government and non-government agencies to promote and protect the landscape, wildlife, and history of the area. The raptor program was established in 2007 and has helped educate over thousands of people about raptors. There are currently 6 raptor species / ambassadors housed on site. In 2022, a thorough evaluation of the raptor program was conducted to determine where it could improve; the Curator of Birds position was created as a result. This position gives a qualified individual the opportunity to sustain, improve, and grow the raptor program into a reputable raptor facility that is at the forefront of raptor welfare, education, and conservation. This person will oversee the care, management, and training of our raptors, will train staff and volunteers assisting with the raptor education program, and create and deliver interesting, inclusive, and interpretive content for the education department in regards to raptor education. This position is dynamic and includes duties such as, but not limited to, coordinating and implementing internal and external communication strategies, record keeping, administrative duties as assigned, fundraising initiatives and community outreach, as well as assisting with educational programs. The goal of this position is to raise the public profile of the Raptor programs and increase fundraising. The ideal candidate will be a specialist, thoroughly trained in Raptor care, highly organized, motivated, with attention to detail. They will also have a willingness to better understand the human demographics of the region and how there can be systemic barriers to equitable education and access to the outdoors, as well as an appreciation for the naturally occurring systems of the Columbia Gorge.

#### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

1. Provide for the physical and psychological well-being of the small collection of raptors living on-site through diet, enrichment, training, and appropriate living environment.
2. Keep accurate and consistent records for all raptors, including daily weights, diets, cleaning logs, and behavioral information.
3. Use operant conditioning to train raptors for handling and program presentation.
4. Assist staff with the development and implementation of training plans for each individual bird.

5. Develop and present dynamic and engaging educational programming related to raptors in both on and off-site programming.
6. Ensure that raptors have appropriate housing (i.e., adequate perches, shade cover, and weather protection as appropriate) and perform routine inspection of enclosures for cleanliness and structural defects for each species.
7. Hire, train, and supervise additional staff and volunteers in the competent execution of all job duties.
8. Stay up to date on current acceptable standards in the field of training and husbandry.
9. Monitor potential injury and illness issues and coordinate with the veterinarian to ensure raptors are getting up to date medical care and yearly physicals.
10. Prepare annual reports for the U.S. Fish & Wildlife Service and ensure maintenance of licensing for all raptors on-site.
11. Coordinate programming efforts with the Director of Marketing and Communications and the Director of Learning and Visitor Engagement.
12. Develop short and long-term goals for the education program that fulfills the mission of the Discovery Center.
13. Willingness to work in a team and be respectful of all staff and volunteers.
14. Organize and assist with fundraising events and campaigns.
15. Create outreach materials and systems to be shared with a variety of audiences.
16. Respond to community inquiries and engage community members in learning about the Raptor program.
17. Ensure proper maintenance and storage of program supplies.
18. Other duties may include, but are not limited to, purchasing supplies, creating and maintaining filing systems, meeting with partners to acquire materials, running organizational errands, preparing social events, etc.
19. Perform other duties and projects as assigned by the Director of Learning & Engagement.

**Proven Knowledge, Skills and Abilities:**

- Knowledge of basic avian medical procedures, beak and talon coping, and the training and handling of live raptors
- Knowledge of regulatory requirements and permitting related to keeping raptors in captivity.
- Ability to create and maintain proper raptor equipment (i.e., jesses, anklets, leashes)
- Administrative and leadership skills
- Strong communication skills in person, on the phone, and in writing
- Be detail-oriented and skilled in quality control techniques
- Ability to actively listen, empathize, and deescalate internal and visitor-facing issues
- Ability to work simultaneously on multiple projects

**Required Qualifications:**

- Bachelor's degree in the biological sciences, wildlife, or related field.
- A minimum of 4 years of experience demonstrating extensive knowledge of raptor care, including nutrition, proper husbandry, capture and restraint techniques, and positive reinforcement training techniques.

- Experience with the science of bird behavior, operant conditioning, positive reinforcement, and enrichment.
- Demonstrated experience in the management of a live collection of animals.
- Hands-on experience working with eagles in captivity.
- CPBT-KA avian training certification or able to obtain certification within the first 12 months of hire.
- Possess a valid driver's license and clean driving record
- Eligibility to work in the U.S. and able to provide documentation
- Ability to pass a criminal background check
- Effective verbal and written communication skills with all ages and diverse audiences
- Ability to work independently, or on a team, as well as an ability to maintain several projects at once
- Passion for our mission
- Tolerance for adversity and uncertainty
- Understanding and knowledge of Columbia Gorge communities, both natural and built, and appreciation for the diverse cultures or a willingness to learn
- Multicultural competency and responsiveness
- Knowledge and experience with Microsoft and Google products
- Must be able to work outside year round with reasonable accommodation in all weather conditions (temperatures ranging from 15°F to 115°F).
- Must be able to lift up to 60 pounds.
- Must be able to stand for long periods of time.

**Preferred Qualifications:**

- Lived experience as it relates to the audiences we serve
- Experience fundraising
- Experience working with kids in educational settings

**Compensation:** The compensation for this position is budgeted at \$26/hour for up to 40 hours/week. Additional hours may be available on an as-needed and approved basis.

**Benefits:** Flexible schedule, eight annual holidays, and the ability to work remotely when programs are not in session, etc.

**To Apply:** We strongly encourage you to look at the cost of living and housing in The Dalles, OR and nearby communities before applying. Please email a cover letter and resume in Word or PDF format to Lisa Commander [education@gorgediscovery.org](mailto:education@gorgediscovery.org). Your cover letter should include any information about you relevant to this position not highlighted in your resume. We request three professional references (name, email, phone, and your relationship to them). If you have questions please email Lisa. This position is open until it is filled. A background check for all incoming employees is conducted for the safety of our visitors and staff.

Columbia Gorge Discovery Center & Museum is an equal opportunity employer that does not discriminate based on race, ethnicity, color, age, gender identity, sexual orientation, disability status, protected veteran status, religion, or any protected class or characteristic protected by law. We have a commitment to diversity, equity, and inclusion in our work and seek to create an organization that better reflects the communities we serve.

