



Job Title: Curator

Job Status: Full-time, Salary, Exempt

Department: Curation

Reports to: General Manager

General Summary of Job Duties

The Curator oversees aquarium exhibit operations and leads aquarists, veterinary staff and dive staff to ensure the highest standards of animal wellbeing, safety and guest experience. This role sets day-to-day priorities, develops procedures and collection plans, and ensures best practices for habitat maintenance, quarantine and enrichment. The Curator partners closely with cross-functional teams for life support and water quality, habitat design and guest engagement.

Primary Responsibilities and Duties

- Maintain accountabilities for all aspects of animal husbandry and scuba diving operations, ensuring safe, consistent and mission-aligned daily practices.
- Serve on the leadership team to support strategic planning, performance improvement and organizational goals.
- Ensure exemplary animal wellbeing, health and husbandry standards in accordance with accreditation criteria and all applicable regulations.
- Contribute to the planning and implementation of a master plan for the acquisition, management and exhibition of a large, diverse resident animal collection.
- Develop, implement and evaluate animal care and scuba diving SOPs and quality assurance measures.
- Oversee the enrichment program for all animals, measuring and evaluating natural behavior-driven enrichment for effectiveness.
- Lead, coach and evaluate aquarists, veterinary staff and dive team, setting expectations, providing training and fostering a culture of professionalism and continuous improvement.
- Partner with veterinary staff on preventive medicine, quarantine and biosecurity, diagnostics and treatment, and medical record standards.
- Maintain accurate animal and diving records, ensure compliance with all applicable USDA, OSHA and other regulatory standards, and complete permit and license reporting as required.
- Oversee and evaluate animal diets, implementing adjustments to meet nutritional needs and veterinary recommendations.
- Collaborate with operations and life support teams on habitat design, renovations, preventive maintenance and water quality performance.
- Develop and manage departmental budgets, staffing plans, schedules and resources to support efficient, sustainable operations and continuous improvement.
- Support the creation and implementation of daily activities and educational programs.
- Collaborate with cross-functional teams to support and achieve organizational goals.
- Represent the Aquarium through professional associations, external partnerships, speaking engagements and media interviews.
- Identify and engage in species conservation programs aligned with institutional goals.
- Contribute to emergency response planning and execution through drills and staff training for animal and diving operations.
- Perform additional responsibilities as assigned by the General Manager.

Skills, Education and Other Requirements

- A minimum of six years of experience in management and leadership in an aquarium or zoological setting.
- Previous experience as General Curator preferred.
- Bachelor of Science in biology, zoology or related field required.
- Advanced knowledge and experience in the husbandry of animals in an aquarium or zoological setting required.
- Demonstrated experience in aquarium scuba diving.
- Knowledge of USDA Animal Welfare Act regulations, OSHA commercial diving and AZA standards.
- Strong organizational and interpersonal skills.
- Demonstrated ability to solve problems creatively and use good judgment.
- Excellent verbal and written communication skills.
- Detail-oriented, with the ability to manage multiple projects in a fast-paced, rapidly changing environment.
- Working knowledge of applicable local, state and federal governmental regulations.
- Experience managing a departmental budget.
- Ability to work on-call and respond to incidents or emergencies in a timely manner.
- Ability to work a flexible schedule including weekends, evenings and holidays.

Required Work Cards

- Valid driver's license.
- Advanced SCUBA certification.
- Current certifications in first aid, CPR, AED and emergency O2.

Machinery, Work Equipment, Programs, Software, Hardware Used

- Proficient in Microsoft Office (Word, Excel, Outlook and PowerPoint).
- Experience with animal records and data management software.
- Demonstrated experience with equipment used in the day-to-day care of animal husbandry.
- Advance knowledge and experience with SCUBA equipment.
- Working knowledge of life support equipment operation and water chemistry monitoring.
- Working knowledge of basic hand and power tools.

To Apply

Greater Cleveland Aquarium is committed to providing equal employment opportunities for all. For consideration, please provide your cover letter and resume to Stephanie White, General Manager, swhite@greaterclevelandaquarium.com.