



INCORPORATING



Helping people to care for our ocean

ADVERTISEMENT FOR THE POSITION OF EXECUTIVE MANAGER OF USHAKA SEA WORLD

The South African Association for Marine Biological Research (RF) NPC (SAAMBR) was founded in 1951, for the express purpose of undertaking applied marine biological research, funded by a public aquarium. Over its 70-year history, SAAMBR's mission evolved towards a marine conservation focus, and the organisation now consists of three operating divisions:

- The Oceanographic Research Institute (ORI), SAAMBR's research division, undertaking applied research that contributes towards poverty reduction through the sustainable use of marine and coastal resources in the Western Indian Ocean;
- uShaka Sea World Education, encouraging children and adults alike to have an interest in the oceans, and empowering learners, educators, and visitors to behave responsibly towards the environment; and
- uShaka Sea World, the largest aquarium complex in Africa, inspiring young and old to care for our magnificent marine animals and ocean environment.

Reporting to the Chief Executive Officer, each division is managed by an Executive Manager. SAAMBR would like to fill the position of Executive Manager of uShaka Sea World.

The primary roles of this position are:

1. To lead and manage uShaka Sea World to fulfil the vision and mission of SAAMBR, and support our conservation, research, and education objectives.
2. To ensure that the "visitor experience" at uShaka Sea World is maintained and enhanced, retaining the status of a "World-class", "must-see" tourist attraction with a focus on conservation education.
3. To implement uShaka Sea World's Animal Management Plan and ensure the health and welfare of all animals in uShaka Sea World's care.
4. To ensure the routine maintenance and upkeep of all operating plant, machinery and equipment used by uShaka Sea World.
5. To be responsible for the budgets, forecasts, and CAPEX requests for all the uShaka Sea World departments.

The Key Performance Areas (KPA's) for the position include strategic leadership, sustainability, service delivery and stakeholder enhancement. Key performance indicators include, but are not limited to:

1. Strategic leadership

- Help the SAAMBR Board and Executive Management develop and implement a strategic plan for SAAMBR and uShaka Sea World, based on international trends in zoos and aquaria.
- Track uShaka Sea World's progress on achieving the strategic plan, by identifying potential opportunities and challenges for the division, to formulate and implement the division's annual operational plans.

2. Sustainability

- Identify, assess, monitor, and manage uShaka Sea World-related business risks.
- Ensure that uShaka Sea World conducts its activities lawfully, ethically and in a socially responsible manner.



SOUTH AFRICAN ASSOCIATION FOR MARINE BIOLOGICAL RESEARCH (RF) NPC

1 King Shaka Avenue, Point, Durban, 4001, KwaZulu-Natal, South Africa

P. O. Box 10712, Marine Parade, 4056, KwaZulu-Natal, South Africa

Tel: +27 31 328 8177. Fax: +27 31 328 8188. Email: loellermann@saambr.org.za

Registration No. 1951/000002/08 | Public Benefit Organisation No. 930025295 | Non-Profit Organisation No. 000-347 NPO

SAAMBR is a Non-Profit Company and a member of the IUCN (World Conservation Union) and WAZA (World Association of Zoos and Aquaria)

An accredited member of PAAZA (Pan-African Association of Zoos and Aquaria)

ORI is academically affiliated to the University of KwaZulu-Natal

- Ensure that all SAAMBR's policies are always implemented.
- Design, implement and review uShaka Sea World's standard operating procedures to ensure optimal organizational performance.
- Ensure that all uShaka Sea World expenditure is within SAAMBR's Board-approved annual budget.
- Conduct regular reviews of uShaka Sea World financials and analyse all costs to ensure that the division is lean, whilst maintaining an acceptable level of quality.
- Improve uShaka Sea World's staff demographic inclusivity and diversity.

3. Service delivery

- Ensure that uShaka Sea World is appropriately organized and staffed to achieve its strategic objectives and maximise service delivery.
- Monitor, interpret, and achieve all uShaka Sea World's key performance indicators.
- Grow uShaka Sea World's existing service delivery capability, through succession planning, training, and employment equity.
- Ensure that all uShaka Sea World's employees conform to and abide by SAAMBR's occupational health and safety standards and policies.
- Undertake regular evaluation and communication to uShaka Sea World staff of their performance.

4. Stakeholder enhancement

- Grow the brand through effective, positive, high-quality communication.
- Maintain and strengthen relationships with key stakeholders.
- Create a positive work environment in uShaka Sea World, conducive to attracting and retaining satisfied employees of the highest calibre.
- Provide the SAAMBR Board with the information and support needed to perform their duties as Directors of the organisation.

If you wish to apply for this position, it is essential that you have the following qualifications and experience:

- A postgraduate degree in aquariology, aquaculture, marine biology or similar, or a professional qualification in animal healthcare and husbandry.
- At least 10 years in a senior management position in an aquatic animal-keeping organisation, such as an aquarium or aquaculture operation.
- Skill-sets appropriate to managing aquatic animal-keeping systems (e.g., aquarium or aquaculture facilities).
- A demonstrable understanding of the latest trends in the zoos and aquaria industry will be a great advantage.

If you feel that you meet the requirements and would like to apply for this position, please submit your Curriculum Vitae and a covering letter, **in which you address each of the selection criteria**, to SAAMBR, by either:

- email: fchetty@saambr.org.za; or
- Hand delivery: F Chetty, Personnel Officer, South African Association for Marine Biological Research, 1 King Shaka Avenue, Point, Durban.

CLOSING DATE: 12 September 2021

Should you not have heard from us by 30 September 2021, please consider your application unsuccessful.

SAAMBR reserves the right to not fill this position.