

# San Joaquin County Employment Opportunity **Zoo & Interpretive Services Manager** Parks and Recreation

---

## About the position

The Zoo & Interpretive Services Manager performs responsible administrative work in planning and directing activities at the Micke Grove Zoo and Oak Grove Nature Center. They are also responsible for coordinating interpretive programs for the zoo and parks.

An incumbent in this management class is responsible for managing, planning, and directing programs for the zoo and assisting with administration of the nature center. The incumbent performs long range planning and budgeting; recommends policies and procedures for the zoo, nature center, and interpretive programs; supervises the daily activities of the zoo and nature center through subordinate staff; and directs interpretive programs for the department. For a complete job description visit [our website](#).

## Micke Grove Zoo

Micke Grove Park and Zoo were a gift to the people of San Joaquin County from local philanthropists William and Julia Harrison Micke. Their legacy lives on in the beautiful oak forested park that opened in 1938 as well as its many improvements that continue to evolve.

Many millions of visitors have enjoyed the Micke's wonderful gift. Micke Grove Park also features a Japanese Garden, San Joaquin County Historical Museum, Fun Town at Micke Grove Amusement Park and picnic shelters in a beautiful setting.

Micke Grove Zoo ([mgzoo.com](http://mgzoo.com)) is a five-acre zoo with amphibians, mammals, birds, reptiles and invertebrates. The zoo that exists today is very different from the zoo that first opened its gates in 1957. Today, the collection of Micke Grove Zoo emphasizes uniqueness and quality over size and quantity with a concentration on the welfare of the animal ambassadors that live here.



Recruitment Announcement  
0124-RA0702-01

Equal Opportunity Employer

Human Resources  
44 N. San Joaquin Street  
Third Floor, Suite 330  
Stockton, California 95202  
Phone: (209) 468-3370

**SAN JOAQUIN**  
— COUNTY —  
*Greatness grows here.*

# Make San Joaquin County your new home!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

## Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



Recruitment Announcement  
0124-RA0702-01

Equal Opportunity Employer

Human Resources  
44 N. San Joaquin Street  
Third Floor, Suite 330  
Stockton, California 95202  
Phone: (209) 468-3370

## Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



## Agriculture

The county is one of the most agriculturally rich regions in California. Almonds are the leading commodity with over 104,000 bearing acres. Milk, grapes, walnuts, and cherries round out the top crops, with an abundance of other produce. Grapes make up 91,000 bearing acres, much of which are wine grapes. There are over 85 wineries within the Lodi Appellation offer opportunities for tasting and special events.

Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

## Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area

**SAN JOAQUIN**  
— COUNTY —

*Greatness grows here.*

# Zoo & Interpretive Services Manager

## Parks and Recreation

### Typical Duties

- Supervises zoo and nature center staff involved in daily operation of the facilities, animal care, maintenance, educational and interpretive programming. Selects, assigns, trains, and evaluates the work of staff performing the daily operations and maintenance of the zoo.
- Coordinates planning and development to ensure that facilities meet or exceed industry standards and that operations are in compliance with applicable rules, regulations and laws. Recommends and implements policies and procedures.
- Establishes and maintains professional and regulatory agency relationships or affiliations to ensure appropriate professional and operating standards.
- Develops and implements fund-raising, promotions, marketing, public relations, and community support activities; speaks before clubs, organizations, businesses and individuals to promote support for the zoo; serves as liaison to community organizations, businesses, agencies, and the public.
- Evaluates zoo and nature center needs and identifies goals.
- Prepares, implements, and monitors budgets; approves expenditures.
- Gathers, organizes and analyzes information; prepares reports and recommendation; prepares correspondence; monitors contracts and grants.

### Minimum Qualifications

**Education:** Graduation from an accredited four year college or university with major course work in zoology, wildlife biology, animal science, animal care, zoo management, or a related field.

**Experience:** Four years' experience in zoo operations or a closely related field, two years of which were at a supervisory level.

### Hiring Incentive Program

**Vacation Accrual Rate:** San Joaquin County vacation accrual rate consistent with the candidate's total years of public service.

• **Sick Leave:** Candidates leaving other employment may receive credit for actual non-reimbursable sick leave hours (up to 160 hours).

• **New Hire Retention Bonus:** \$2,000 upon completion of first year equivalent employment (2,080 hours); \$1,000 at 6,240 hours; \$3,000 at 12,480 hours.



Recruitment Announcement  
0124-RA0702-01

Equal Opportunity Employer

Human Resources  
44 N. San Joaquin Street  
Third Floor, Suite 330  
Stockton, California 95202  
Phone: (209) 468-3370

**SAN JOAQUIN**  
— COUNTY —

*Greatness grows here.*

# Zoo & Interpretive Services Manager

## Parks and Recreation

### Compensation and Benefits

Approximate Annual Salary:

**\$83,854—\$101,926**

This position is represented by the Mid-Management bargaining unit and will receive salary increases based on the following schedule through July 2025:

**Effective July 2024 - 4% COLA increase**

**Effective July 2025 - 3% COLA increase**

In addition to the base salary, the County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- 1937 Retirement Act plan with reciprocity with CALPERS.
- 125 Flex Spending Benefits Plan
- 1% employer contribution to 457 Deferred Compensation Plan
- 12 days sick leave annually with unlimited accumulation.
- 10 days of vacation leave (15 days after 3 years, 20 days after 10 years, and 23 days after 20 years)
- 14 paid holidays per year

For further information about our benefits package, please visit the [Benefits page](#).



	Step 1	Step 5
Annual Base Salary	\$83,854	\$101,926
1% employer 457 contribution	\$838	\$1,019
<b>Total Potential Annual Compensation</b>	<b>\$84,692</b>	<b>\$102,945</b>

### Application and Selection

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire. Resumes will not be accepted in lieu of a complete application package. If a formal exam process is utilized, qualified applicants will be invited to participate in an oral examination interview which may include a practical exercise. The top-scoring candidates will be referred to the department for a hiring interview. To apply, submit a completed application and supplemental questionnaire on or before the final filing date.

To apply, visit our [webpage](#) or scan this QR code with your smartphone's camera.

Final Filing Date:

January 31, 2024



Recruitment Announcement  
0124-RA0702-01

Equal Opportunity Employer

Human Resources  
44 N. San Joaquin Street  
Third Floor, Suite 330  
Stockton, California 95202  
Phone: (209) 468-3370

**SAN JOAQUIN**  
— COUNTY —

*Greatness grows here.*