

PERSONAL DETAILS

Region: Australia
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EMPLOYMENT HISTORY**Animal Training Coordinator
Melbourne Zoo**

November 2017 - Present

- Development of Zoos Victoria's Animal Training Compendium and animal training standards
- Responsible for managing/developing all animal training programs across the zoo in conjunction with life sciences teams (90 staff) and develop plans to achieve animals being active participants in their own healthcare to improve their welfare
- Coaches, mentors and up skills staff on the science and practical skills of behaviour change and applied behaviour analysis
- Develops content and delivers animal training workshops
- Coordinates and organises external animal training consultants
- Manages budgets and visual management board
- Develops up skilling opportunities for Life Sciences staff – including a staff exchange to a USA zoo
- Participates in annual animal welfare surveys for every life sciences section and helps develop countermeasures for any behavioural problems or improvements needed with training programs

**Spring Activation Project Manager
Melbourne Zoo**

May 2019 - November 2019

- Managed and lead a small team of 4 keepers and number of different animals
- Developed and implemented innovative programs that allowed animals the opportunity to leave their habitats for presentations and free flight
- Developed new animal encounters and presentations for visitors
- Fast paced work environment with the need to adjust to change quickly
- Developed and delivered on timelines, budgets and key deliverables

**LEAN Continuous Improvement Officer
Primate Department - Melbourne Zoo**

March 2017 - November 2017

- Data collection and analysis using Toyota's Lean Principles
- Created of standards for standardised work
- Implemented standard rounds
- Ensured stakeholder engagement in process

**Trade Level Zookeeper
Primate Department - Melbourne Zoo**

November 2011 - March 2017

- Provided daily animal husbandry for numerous species of monkeys and apes
- Undertook 2IC position and acting Life Science Manager a various times
- Set up training programs and round routines
- Responsible for scheduling for primate department
- Responsible for animal training portfolio on the department
- Development of new animal encounters
- Member of project control group for new \$5.5million lemur exhibit

**Marine Mammal Trainer
Animal Care/ Sea Lion Theatre/Penguin Encounter - Sea World**

November 2007 – November 2011

- Provided daily husbandry for various marine mammals and sea birds
- Trained new behaviours and maintaining behaviours with all animals
- Participated in interactive programs, shows and encounters for guests
- Cared for all sick and injured marine mammals and birds
- Assisted in the training of new staff

**Casual Trainer's Assistant
UnderWater World**

September 2007 – January 2008

- Provided daily husbandry for Australian Sea Lions, Australian Fur Seals, New Zealand Fur Seals and Asian Small-clawed Otters
- Participated in daily animal encounters, interactive programmes and provide daily enrichment

**Marine Mammal Trainer
Pet Porpoise Pool**

June 2007 – September 2007

- Provided daily animal husbandry for various marine mammals and marine birds

- Maintained and trained show, interactive and husbandry training of dolphins and seals
- Undertook daily interaction programmes, encounter swims and animal shows/presentations
- Created Quarantine Protocol for Wild Pinniped Rehabilitation coming into the Pet Porpoise Pool

Casual Zookeeper

April 2007 – May 2007

Australia Zoo

- Provided daily husbandry for various native and exotic animal species
- Participated in daily animal encounters and interactive programmes

Zookeeper

Nov. 2005 – April 2007/ Oct 2008 – Nov. 2008/May 2011

Melbourne Zoo

- Provided daily animal husbandry for various species of mammals and birds
- Behavioural training of seals, including training new behaviours
- Provided keeper presentations and presented guest encounters
- Involved in the Asian Elephant importation from Thailand into Australia

VOLUNTEER WORK

- Sumatran Orang-utan Conservation Program - Volunteer Keeper 2011 – 2017
- Endangered Primate Rescue Centre Vietnam 2015
- SeaWorld San Diego and Orlando - Volunteer Trainer 2009 – 2010
- Melbourne Zoo - Volunteer Keeper 2005 – 2006

EDUCATION AND QUALIFICATIONS

- Graduate Living & Learning with Animals (LLA) Course – Dr. Susan Friedman
- Graduate Recon: Reconnecting with elephants in protective contact Course
- Graduate AZA Animal Training Applications in Zoo & Aquarium Setting Course
- Graduate NEI Contemporary Animal Training and Management Course
- Graduate Ken Ramirez Advanced Animal Training Course
- Richmond TAFE - Certificate IV in Captive Animals
- Box Hill Institute of TAFE - Certificate III in Captive Animals
- VCE School Certificate

FELLOWSHIPS AND COMMITTEES

- **Australasian Society of Zoo Keeping (ASZK) Animal Training Sub-committee inaugural member 2016 – Present**
Assisted in establishing a committee to provide upskilling opportunities for keepers around the Australasian region in animal training and behaviour change principles.
- **Zoo and Aquarium Association Australasian (ZAA) Animal Training PCG founding member 2017**
Created a Project Control Group (PCG) to help build knowledge in the science of learning and behaviour in the region, which would help create animal training standards for ZAA
- **Dunbavin Fellowship Recipient 2015**
Successful in gaining a 1 month pilot period for the role of Animal Training Coordinator at Melbourne Zoo
- **International Specialised Skills Institute Fellowship Recipient 2015**
Awarded the George Alexander Fellowship to explore world leading practices in animal training in zoo settings by visiting several different zoos around the world and attending several different animal training workshops, courses and conferences. Upon return, published 'Global Best Practice in Animal Training in a Zoo Setting: With Emphasis on Primates'

CONFERENCES AND WORKSHOPS

- **2021 2nd Australasian Elephant Workshop** - Developed, coordinated, presented and led the workshop
- **2021 Primate TAG Workshop** – Presented on primate training at Melbourne Zoo with a focus on baboons
- **2019 ASZK Workshop** – Presenter of 2 day Animal Training Workshop at Currumbin Wildlife Sanctuary
- **2019 Hosted Victoria Police Dog Squad Conference at Melbourne Zoo**
- **2018 Victoria Police Dog Squad** – Information sharing workshop held at Victoria Police Dog Squad Offices
- **2018 Australasian Animal Training Conference** – Developed, coordinated and led the conference
- **2018 ZAA/ASZK Workshop** – Presenter of 2 day Animal Training Workshop
- **2018 ZAA Conference** – Presented on ZV Animal Training Initiative
- **2017 ASZK Workshop** – Presenter of 2 day Animal Training Workshop in Canberra and at Taronga Zoo
- **2017 ZAA Workshops** – Hosted a 2hr Animal Training Workshop
- **2016 ASZK Conference** – Presented on International Animal Training Fellowship
- **2013 ASZK Conference** – Presented on Animal Training of W.C. Gibbon for insulin injections