



The Marine
Mammal Center®

Culture Development Advisor

OUR MISSION

The Marine Mammal Center advances global conservation through marine mammal rescue and rehabilitation, scientific research, and education.

WHAT MOTIVATES OUR WORK

The ocean is in trouble. From the depletion of fish stocks to increasing ocean temperatures, human activity threatens marine ecosystems that are vital to the health of our ocean and all life on earth. As a critical first responder to these threats, The Marine Mammal Center is leading the field in ocean conservation through marine mammal rescue, veterinary medicine, science, and education. Marine mammals are ecosystem indicators, and these animals provide insights into human and ocean health threats. Together, we are taking action today to support a network of scientists and stewards to protect our shared ocean environment for future generations.

To advance our mission, we focus our work in **three** key program areas:

- 1. Animal Care:** With a volunteer force numbering more than 1,200 and the support of a concerned public, the Center is able to respond to marine mammals in distress. Sick and injured animals are treated and rehabilitated at our state-of-the-art veterinary facilities where we care for our patients until they can be released back to their ocean home. Covering a rescue range that spans 600 miles of California coastline and the Big Island of Hawai'i, the Center responds to more stranded marine mammals than any other organization in the world. Our sought-after experts are deployed locally and internationally to provide technical veterinary expertise and training on best practices ranging from anesthesia to disentanglement.
- 2. Scientific Research:** The Center is a major contributor to the global body of research and knowledge about marine mammal medicine and health. Our veterinary experts develop new clinical techniques to improve marine mammal rehabilitation and care, and investigate the reasons why marine mammals strand and how these factors are connected to ecosystem and human health. Our scientists also investigate how marine mammals use and interact with their ocean environment to better understand and protect them from many threats. Learning from every animal we respond to and studying animals in the wild, our researchers identify novel diseases and pathogens, support endangered and threatened species conservation, identify and help mitigate human-caused threats and partner with scientists around the world on collaborative research that utilizes samples and data collected by the Center. Marine mammal health, ocean health and human health are inextricably linked, and our work advances knowledge of all three to benefit us all.
- 3. Education:** As a teaching hospital, the Center serves as a vital training ground for veterinary professionals from across the globe, expanding the collective understanding and application of marine veterinary science and conservation. Our innovative school and public education programs build a sense of responsibility through a connection to marine mammals and the marine environment, inspiring future ocean stewards and promoting action to protect the

ocean. Each year, these education programs and hands-on trainings reach more than 100,000 children and adults, supporting the next generation of informed scientists and engaged citizens who will care for and ensure the health of our ocean and environment.

ABOUT THE ORGANIZATION

The Marine Mammal Center was founded in 1975 by three local citizens: Lloyd Smalley, Pat Arrigoni and Paul Maxwell. Since then, and thanks to their vision, the Center is now a global leader in marine mammal health, science and conservation and is the largest marine mammal hospital in the world. The Center operates physical locations in Sausalito, Morro Bay and Moss Landing, CA, as well as in Kona, Hawai'i, and has an annual operating budget of \$11.5M. A team of 80 staff and 1,200 actively engaged volunteers make the Center's impact possible and keep the Center operating 24 hours a day, 365 days a year.

Summary/Objective

The Culture Development Advisor will lead a cultural transformation to build a more inclusive workplace. A successful candidate cares deeply about building culture and has experience assessing culture and work environment, identifying barriers to inclusion and the underlying causes, engaging the workforce in change initiatives, and ensuring internal communications that reinforce the organization's culture. The ideal candidate is the type of person who loves to get to the bottom of complex issues and then identify the steps to solve them; someone who is passionate about engaging the entire workforce in creating a workplace culture that inspires every individual to learn and grow.

Key Responsibilities

Cultural Assessment and Transformation

- Conduct cultural needs assessment(s) to identify barriers to inclusion impacting culture and morale, as well as goals for greater inclusion and engagement across our workforce
- In partnership with Chief HR Officer, develop change strategy to address barriers and partner with HR (staff) and Volunteer Engagement to engage the entire workforce in developing a more inclusive culture
- Ensure that satellite locations feel as included in all Center activities as those at the main Sausalito hospital, despite being in different locations (Monterey and San Luis Obispo, CA and Kona, HI)
- Create better alignment in how we support staff and volunteers so that we have one culture that makes every individual feel valued and included

Diversity, Equity & Inclusion (DEI)

- Lead the DEI Committee, and look for ways to engage our workforce through Employee Resource Groups (ERGs) or other sub-committees that involve many in creating the change we want to see in our culture
- Turn our 5-year DEI roadmap into an actionable and measurable project plan that includes workshops, trainings and other events to raise awareness and skills around DEI issues
- Engage the organization in building inclusion in all that we do by developing a DEI information hub where learning and resources can be shared across teams; designing activities and discussion items for department meetings to further our DEI dialogue; and

identifying how to bring everyone along on the DEI journey regardless of their starting point through ongoing and scaffolded learning experiences

Internal Communications

- Manage internal employee and volunteer communications channels to ensure staff know how to find the information they need and that the right messages are shared to boost employee and volunteer engagement
- Ensure consistent messaging across our internal communications mechanisms, such as our internal newsletter, intranet, HR emails and All-Hands meetings
- Reinforce our culture through communications that are inclusive, engaging, and which do not send mixed messages across our various stakeholder groups

Qualifications

- BS/BA degree from an accredited college/university required
- 2+ years of experience supporting HR or people programs
- 2+ years change management experience, and preferred experience leading culture change
- Passion for developing culture and desire to lead DEI work, with 2+ years demonstrated ability to champion DEI work within an organization
- Excellent writing, editing and presentation skills - bring an ability to think and communicate information visually
- Project management skills and a solid commitment to meeting deadlines
- Professional in Human Resource (PHR or SPHR) and/or SHRM Certified Professional (SHRM-CP or SHRM-SCP) certification preferred

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

FURTHER INFORMATION

- LOCATION: Main Hospital, Sausalito, California. Most work done from home during pandemic.
- HOURS: Full-time, Exempt. Weekend and evenings hours sometimes required.
- SALARY: \$100,000 annually
- BENEFITS: Full benefits package including 3 weeks of vacation that increases after 2 years and free basic health insurance with buy-up options.

To Apply: <https://recruiting.paylocity.com/recruiting/jobs/Details/351632/Marine-Mammal-Center/Culture-Development-Advisor>