

Vacancy Announcement:



Free the Bears

Technical Advisor – Cambodia Bear Sanctuary

Start Date: 1st June 2025, or as soon after as possible

Closing date for applications: 10th May 2025

Are you passionate about wildlife conservation? Do you have a desire to make a real difference in the care of wildlife and endangered species? Free the Bears is an international conservation organisation dedicated to rescuing and rehabilitating bears and other wildlife that have been exploited in bear bile farms and the illegal wildlife trade in Southeast Asia. Our main aim is to provide sanctuary for rescued bears, ensuring the best care and welfare, and working towards the protection and preservation of species in the wild.

Applications are currently sought to fill the role of Technical Advisor at the Cambodia Bear Sanctuary, based in Phnom Tamao Wildlife Rescue Centre, which is operated in partnership with the Forestry Administration of Cambodia. Be part of an international organisation driving change in the fields of wildlife conservation and animal welfare.

Key Responsibilities:

- **Animal Care and Husbandry:**
 - Support the Head keeper to oversee daily animal care and husbandry routines, ensuring the highest standards of welfare for all bears.
 - Monitor and evaluate bear diets, adjusting as necessary to meet their needs.
 - Help in the development and implementation of enrichment programs.
 - Work with the veterinary team to assess bears health.
 - Work with the team to implement operant conditioning plans and animal co-operative training techniques across the sanctuary.
- **Team Management & Operations:**
 - Work closely with the Head keeper to manage and motivate the Animal Care Team recognising staff accomplishments and helping to deal with under performance.
 - Attend weekly meetings to discuss continued improvement to bears welfare.
 - Work with the Head Keeper to ensure accurate record-keeping of animal care, including enrichment, diet, and health updates.
 - With the Head keeper oversee the maintenance of sanctuary standards and perform regular stock checks to ensure all equipment and supplies are in good condition.
 - Contribute to the development of training programs for Animal Care Team members to build their skills in animal welfare, enrichment, and husbandry.
- **Collaboration & Networking:**
 - Foster positive working relationships with the Veterinary team and other stakeholders to enhance care and management practices.
- **Administrative & Outreach Support:**
 - Help prepare regular reports and ensure the maintenance of documentation related to animal care and sanctuary activities.

Essential Skills and Qualifications:

- Experience in animal husbandry, particularly with mammals (preferably bears).
- Strong understanding of animal behaviour, enrichment, and diet management.
- Proven experience in team leadership and management, with the ability to motivate and mentor staff.
- Excellent organisational and communication skills, with attention to detail.

- Ability to work collaboratively with multi-disciplinary and multi-cultural teams, including veterinary and outreach staff.
- Ability to work in a fast-paced, sometimes challenging environment, managing multiple priorities.

Desirable:

- Knowledge of operant conditioning and animal training. Especially in regards to training voluntary injection and blood draws.
- Fluency in written and spoken English, knowledge of Khmer.
- Experienced in the use of ZIMS software.
- Holds a full, clean car driving licence
- Ability to ride a motorbike, or willingness to learn

Contract:

- Full-time, five-days per week, 8am-5pm.
- Some work on weekends, national holidays, and outside regular hours is expected, with time off in lieu.
- One-year contract, extendable based on performance and funding availability

Salary: Competitive monthly net salary between 800USD and 1,200USD, based on qualifications and experience, with benefits (see below). Local taxes paid by Free the Bears. TAs are responsible for meeting tax obligations in their tax residency.

Location: Based at Free the Bears, Cambodia Bear Sanctuary, Phnom Tamao Wildlife Rescue Centre. ~1hour from Phnom Penh City. This is a sanctuary-based position, with limited time spent at other locations.

Benefits:

- Basic/Economy return flight to/from project location (50% up-front, 50% upon completion of assignment)
- Site adjacent accommodation in shared staff house, plus 200USD monthly accommodation allowance
- Visa and local travel expenses
- Monthly mobile data package provided
- Use of project motorbike, if available
- Accommodation, travel allowance and visa costs for official business travel
- Health insurance provided

Applications:

Interested applicants are invited to submit their resume and cover letter via email by 10th May 2025. Please ensure that your cover letter details relevant experience for the role and includes information about your availability, including the potential start date, and where you learned of the vacancy.

Kindly send your application to vacancy.kh@freethebears.org with the subject line “**Technical Advisor Cambodia – [your name]**”. As we are a small team and receive a high volume of applications, we are only able to contact shortlisted candidates. Thank you for your understanding and interest in this opportunity.

As a global organization that works with partners and communities across a wide range of countries, Free the Bears values diversity and is committed to equality of opportunity. We welcome applicants of traditionally underrepresented communities to apply regardless of ethnicity, age, gender identity, sexual orientation, religion, national origin, socioeconomic status or disability to help us build an inclusive environment across all areas of our work.