Veterinary Nurse Candidate Brief
Background

Join our vibrant organisation!

As an action oriented conservation charity, Marwell Wildlife’s desire is to connect people with nature. Through enthusing people about the wonders of the natural world we’re certain they’ll share our passion to conserve it. Our success relies on two key things. The impression we create through our 140 acre zoological park, Marwell Zoo, with its wide array of exotic and endangered species, and also the family of talented people we employ, who share our passion and bring our vision to life.

We engage with over 42,000 children and young people through our conservation educational programmes, and welcome over 500,000 visitors each year. In every contact we seek to encourage understanding, and inspire care for the natural world.

Vision
Living in balance with nature.

Mission
Marwell Wildlife is dedicated to the conservation of biodiversity and other natural resources.

Aims
• Conserve species and their habitats, locally and globally
• Inspire care for the natural world
• Undertake and share results of scientific studies
• Improve our environmental performance and promote sustainable living

Organisational Goals
• Delivering our conservation framework through the zoo and international work
• Growing our business by investing wisely and operating efficiently
• Living our vibrant organisation with enthusiastic people focused on shared goals

Values
Warm, welcoming, wise and contemporary

When we recruit we place equal emphasis on exceptional technical ability and personal characteristics to match our brand values.

The Veterinary Nurse undertakes a key role within the Marwell family. If you are excited by the opportunity to join us read on....
Veterinary Nurse

Role Profile

Job Title: Veterinary Nurse

Salary: On application (please contact HR on 01962 777926)

Benefits: Pension at 5%, 31 days annual leave inc Bank Holidays

Hours: 40hrs per week, 1 weekend out of hours cover in 3 (supported by external veterinary practice)

Location: Marwell Wildlife

Reports to: Head of Veterinary Services

Management: Interns & students as required

Role Purpose and Role Dimensions:

- Provide veterinary care to collection animals
- Promote and ensure high standards of animal welfare
- Promote high standards of preventative health care, biosecurity and disease surveillance
- Manage the veterinary practice at Marwell in conjunction with the Head of Veterinary Services
- Continue the development of veterinary services at Marwell in conjunction with the Head of Veterinary Services
- Continue the development of the preventative health care programme in conjunction with the zoo veterinarians
- Contribute to park wide projects and events as required
- Support staff and student education programmes

Financial Dimensions:

Key Internal Contacts

- Head of Veterinary Services
- Zoo Veterinarian
- Animal Nutritionists
- Animal Welfare Scientists
- Curatorial and Animal Team staff

Key External Contacts

- Supporting veterinary practices
- Veterinary suppliers
The Role

- Assist in managing and developing a high standard of veterinary care for Marwell Wildlife’s collection
- Provide species specific care for invertebrates, fish, herptiles, avian and mammalian species
- Assist in the running of the preventative medicine programmes including vaccination and parasite management in an environmentally sound manner
- Promote and ensure biosecurity for the collection and any Marwell Wildlife led projects in conjunction with the zoo veterinarians.
- Ensure meticulous and comprehensive medical records are maintained
- Develop in house parasite screening programme in line with parasite management protocols
- Support Marwell’s husbandry programmes
- Utilising anaesthesia techniques and monitoring in line with best practice
- Maintain and arrange servicing of all veterinary equipment
- Support the strategic development of the veterinary programmes at Marwell Wildlife
- Assist in the education of staff with regards to zoonoses and other health and safety issues as they arise
- Assist in the development of EMS programme for veterinary students and current vet school curriculum’s
- Adhere to health and safety policy and procedures, identify hazards and undertake appropriate risk assessments as needed
- Identify with and contribute to Marwell Wildlife’s brand values, mission and charitable objectives
- Maximise developmental opportunities for the veterinary services
The Candidate

Qualifications & Experience

Essential

- Registered Veterinary Nurse
- Minimum of two years veterinary nursing experience
- Full driving licence valid for the UK
- Basic understanding of health and safety requirements

Desirable

- Higher zoological nursing qualification or applicable qualification
- Experience with zoo and/or non-traditional companion animals, particularly with respect to anaesthesia
- Experience with perisodactylids and artiodactylids, particularly with respect to anaesthesia
- Knowledge of all taxonomic groups and their husbandry requirements
- Experience with remote chemical immobilisation systems
- Interest and commitment to animal welfare, conservation and zoo medicine

Attributes

- Enthusiasm and a capacity to communicate that to others
- Competent Word and Excel skills and basic budget management skills
- Clear and effective written and oral communication
- Effective and appropriate decision making skills
- Good organisation and time management skills
- Attention to detail without losing sight of the bigger picture
- Capacity to inspire trust and confidence in others
Our Brand Values

Our brand is underpinned by four values which are intrinsic to both our outlook and behaviour. It is these values that define our approach to the development of our staff. These values represent a “tone of voice” which is a core part of our brand identity, and one which should resonate through every contact, whether with colleagues, guests, local communities or business contacts.

Warm

‘Enthusiastic, affectionate, kind and supportive’.

This is ‘how we give’ to others. Being warm means showing a genuine interest in other people. Active listening and open, positive body language are key to this. As a charity we respect diversity and cultural sensitivity and are thoughtful, nurturing and concerned about the welfare of others.

Welcoming

‘Cheerfully receiving, bringing pleasure to those we greet’.

This is ‘how we receive’ others. Being welcoming means that we are inclusive in what we do. We share our knowledge and skills with others, whilst respecting their opinions and the pressures they might face. Compassion and empathy are at the heart of this.

Wise

‘Showing experience and good judgement’.

This is how we use our expertise. We need to harness our considerable skills and knowledge in adapting and shaping our outlook. This means reflecting on our experience whilst taking the initiative and responsibility to drive forward the development of our organisation, its people and our charitable objectives.

Contemporary

‘Up to date and current, compatible and relevant to society and present thinking’.

Being responsive, and open to change and new ideas will help ensure that we remain relevant to society and at the cutting edge of present-day thinking. We must constantly review what we do, and have the confidence to commit to ongoing change and development.