



Habitats Team Leader

An exciting opportunity has arisen for a Habitats Team Leader to join our team. The successful candidate will be responsible for creating complex naturalistic habitats that meet the welfare and behavioural needs of zoo animals in conjunction with the Animal Team and directly contribute to the conservation of wildlife on the Marwell Estate

This post plays a key role in planning and managing the ongoing development of animal habitats and ensuring animal enclosures and surrounds are presented to an exceptional standard for our zoo guests.

An RHS Level 2 in Landscaping and Horticulture or equivalent and experience in enclosure design and landscaping are essential for this role as is an understanding of relevant legislation and best practice.

In return we will offer you support, training and continued professional development, not to mention a fantastic working environment! You can also expect free entry to the park.

If you would like to join our unique and vibrant organisation to become a part of the Marwell Family, please view the full candidate brief below and send a completed application form to jobs@marwell.org.uk.

Closing Date: 14 December 2023

Potential interview date: W/C 01 January 2024

Please submit your application as soon as possible as we may invite candidates to interview before the closing date.

Disclaimer: we reserve the right to close a vacancy earlier than the advertised date if we receive applications that meet the selection criteria. Once a vacancy has closed, we are unable to consider further applications, so please apply early to avoid disappointment.

Habitats Team Leader

Role Profile

Job Title: Habitats Team Leader

Salary: On application

Benefits: Pension at 5%, 32 days annual leave inc Bank Holidays

Hours: 40 hours per week, including weekends and Bank Holidays.

Location: Marwell Wildlife

Reports to: Animal Operations Manager

Management: Habitat Team and volunteers

Role Purpose and Role Dimensions:

- Create complex naturalistic habitats that meet the welfare and behavioural needs of zoo animals in conjunction with the Animal Team
- Innovate exciting and engaging immersive environments and experiences for zoo guests
- Create habitats that directly contribute to the conservation of wildlife on the Marwell Estate
- Exemplify Marwell's commitment to sustainability through habitat design and management
- Plan and manage the ongoing development of animal habitats
- Apply learning outcomes from habitat management at the zoo to our wider conservation programmes
- Ensure animal enclosures and surrounds are presented to an exceptional standard
- Ensure compliance with zoo licensing, animal welfare and other relevant legislation and best practice
- Support the Animal Operations Manager in the delivery of departmental objectives in line with the organisational business plan
- Proactively develop the function to deliver safe and effective services across the department

Key Internal Contacts

- Animal Operations Manager
- Animal Team Leaders
- Plants & Landscape Team
- Human Resources

The Role

Finance

- Ensure effective staff/labour management against resource budget
- Ensure best value for money and compliance with procurement policies and guidelines

Planning

- Continuously evaluate the animal habitats
- Contribute to the design and delivery of animal habitats

Habitat Design & Management

- Ensure a positive life experience is created for all animals in the collection through an evidence-based approach to habitat design
- Collaborate with other zoo teams to design and deliver animal habitats, using sound scientific evidence
- Continuously review all animal habitats and prioritise improvements to ensure habitats meet animal needs
- Create engaging environments with interactive complexity to promote positive experiences for both animals and guests
- Create a seasonal plan for ongoing maintenance of established habitats
- Ensure the safety of people and animals through appropriate habitat design and by mitigating the risk of plant related toxicity
- Facilitate scientific research and give expert advice on habitat design and management

Human Resources

- Ensure teams are performing their duties effectively and safely, in line with Marwell procedures and brand values
- Prepare for and conduct regular team briefings and 1-1 meetings with direct reports
- Support and motivate staff
- Undertake effective staff recruitment and induction of new staff
- Provide leadership and support employees wellbeing.
- Undertake recorded catch-ups for direct reports at least twice yearly
- Develop and ensure the delivery of training and continued professional development programme for all team members.
- Manage the team rota, ensuring legislative compliance and adherence to Marwell Policy & Procedures
- Ensure excellent communication and motivation across your teams

Health & safety

- Maintain the health & safety of personnel, including staff, contractors, students and volunteers
- Monitor & ensure departmental adherence to health and safety policy & procedures
- Ensure risk assessments are maintained and updated, implement and monitor specific H&S measures

Communications, education & public awareness

- Work collaboratively and constructively with other departments/teams to ensure the organisations joint goals are delivered
- Communicate the activities and impacts of the team internally
- Facilitate and participate in education, media and marketing initiatives as required
- Produce a monthly report of mission related activities and achievements
- Represent Marwell at appropriate local, national & international meetings & forums

Compliance & best practise

- Ensure compliance with relevant statutory requirements and exceed recognised standards of best practice
- Ensure departmental adherence to environmental policy & procedures

The Candidate

Qualifications & Experience

Essential

- Minimum Level 2 or equivalent qualification in, Landscaping and horticulture
- Track record demonstrating empathetic management
- Experience of managing multifaceted teams and developing people
- Experience in enclosure design and landscaping
- Applied understanding of relevant legislation and best practice
- Demonstrate application of scientific knowledge and principles to real life challenges
- Experience of ethical review and application of value judgements

Desirable

- Experience in leading projects and processes
- Animal management Skills
- IT skills and proficiency in use of software (word processing, spreadsheets, presentations)
- Contemporary and working knowledge of the contributions of zoos to conservation, science & education

Attributes

- Nurturing character who respects, values and supports roles and operational capabilities of the team
- Flexible, reliable and enthusiastic with ability to take responsibility
- Exceptional coaching and mentoring skills
- Clear inter-personal communication & conflict resolution skills
- Ability to prioritise, make critical decisions and to apply consistent and sound value judgements
- Aptitude for innovative problem solving and addressing complex issues
- Highly competent planning & project management skills
- Knowledge of issues affecting zoological collections and their contributions to conservation, science & education
- An understanding of how this role supports the delivery of our charitable outputs
- Comprehensive understanding of factors affecting the sustainable management of zoos