

### **Senior Animal Keeper – Birds**

An exciting opportunity has arisen to join our Animal Care Team as a Senior Animal Keeper on the Birds Section working 40 hours per week, over 5 out of 7 days (including Bank Holidays and weekends).

The Salary for this position is £26,998.40 per annum.

We are seeking innovative and creative thinkers. You will need good problem-solving skills and technical ability to thrive in this role. The role is varied, it includes section-based working as well as administration tasks.

The position entails a significant supervisory aspect as you will be directing people on a day-to-day basis. This includes delegating tasks, organising workloads, facilitating section meetings and staff reviews. You will work closely with the Team Leader to optimise team and section development.

This role requires a minimum Level 3 or equivalent qualification in a science or technical-based study area. This position is not limited to bird-only focused individuals. Different working backgrounds will be considered if the above skillset is met, but you will be expected to develop taxa specific knowledge in birds. An interest in plants and aesthetic guest-focused displays is desirable.

This role offers an excellent opportunity to develop the section, people and yourself. If you feel you can offer and give examples of the above, then please apply. In return we will offer you support, training and continued professional development, not to mention a fantastic working environment.

Due to the need to drive park vehicles, candidates must hold a full driving licence valid for the UK.

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](mailto:jobs@marwell.org.uk).

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

**Closing Date:** 28 February 2025

**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.**

## Senior Animal Keeper

### Role Profile

**Job Title:** Senior Animal Keeper

**Salary:** £26,998.40 per annum

**Benefits:** Pension at 5%, 33 days annual leave inc Bank Holidays.

**Hours:** 40 hours per week over a 3-week rolling rota, including weekend and bank holidays as required.

**Location:** Marwell Wildlife.

**Reports to:** Animal Collection Manager and Animal Team Leader.

**Management:** Coordinate team in absence of Animal Team Leader. Advise & support Animal Keepers.

**Role Purpose and Role Dimensions:** Carry out all aspects of animal care to a high standard. This will include husbandry routines, animal nutrition, training, enrichment and assisting with veterinary intervention as required. Improve knowledge of animal biology and management, including observations & record keeping as well as supporting and participating in zoological research. Participate in education, media and marketing initiatives to encourage public understanding of animals and promote Marwell's charitable mission. Support the function of Animal Team Leaders by performing additional duties as required.

**Financial Dimensions:** Support the preparation of the departmental budget.

### Key Internal Contacts

- Head of Plant and Animal management
- Animal Collection Managers
- Animal Team Leaders
- Animal Services
- Plants & Landscape team
- Veterinary team
- Scientific staff
- Education team
- Marketing team

## The Role

### Planning

- Prepare for & attend regular section or departmental meetings / undertake agreed actions

### Animal management

- Carry out animal husbandry routines and environmental enrichment
- Undertake & record animal observations
- Participate in animal management operations and veterinary intervention as required
- Contribute to zoological research
- Adhere to bio-security policy & procedures

### Human Resources

- Supervise animal team in the absence of Animal Team Leader
- Support the training & supervision of Assistant Animal Keepers and Animal Keepers
- Undertake programme of continued professional development

### Health & safety

- Adhere to health and safety policy and procedures
- Carry out H&S documentation, implement and monitor H&S measures as required
- Maintain understanding of emergency procedures - practice and enact as required

### Communications, education & public awareness

- Facilitate and participate in education, media and marketing initiatives as required
- Engage guests informally during course of duties

### Compliance & best practise

- Good understanding of Zoo Licence inspections, and participate in audits as required
- Maintain understanding of Ethical, Population Management, and Animal Welfare policies
- Adhere to environmental policy & procedures

## The Candidate

### Qualifications & Experience

#### Essential

- Minimum Level 3 (ANC / DMZAA) or equivalent qualification in animal management or biological sciences.
- Comprehensive knowledge and wide-ranging experience of exotic animal management
- Specific knowledge and taxonomic specialism in Birds
- Extensive knowledge of contemporary exotic animal husbandry
- Understanding of relevant legislation & best practise
- Knowledge of issues affecting zoological collections and their contributions to conservation, science, sustainability & education
- Full driving licence valid for the U.K.
- Understanding of health and safety requirements

#### Desirable

- Previous supervisory experience
- Degree in animal management or biological sciences.

#### Attributes

- Aptitude for combining academic & practical aspects of the role
- Aptitude for innovation & practical problem solving
- Strong communication & people skills
- IT skills and proficiency in use of software (word processing, spreadsheets, presentations & animal record systems)
- An understanding of the values and behaviour expected within this role
- An understanding of how this role supports the delivery of our charitable outputs