



COLCHESTER ZOO

3 MONTH minimum - WORK BASED LEARNING PROGRAMMES

Our three-month minimum work based learning scheme offers a voluntary practical role based on an animal section within an outstanding zoo environment. Placements may extend to 6 months. **Applications should be submitted by 30 June 2019 for placements in the following calendar year (2020).**

The placement is supervised by animal keepers. The duration of the placement is designed to give students the opportunity to develop knowledge and skills and have these consolidated through a longer-term experience.

These placements are for people enrolled on, or having completed, animal care courses who have some previous experience caring for animals in other environments. Applicants must be aged 18 or older at the time of placement. Typical activities in the role may include:

- Daily observation of animals for any health/behavioural changes
- Cleaning out animal enclosures
- Preparing food and feeding the animals
- Cleaning and maintaining public areas
- Providing environmental enrichment for the animals
- Working collaboratively as part of a section team and across the whole zoo if required
- Public engagement – e.g. assisting animal experiences, presentations

Work based learning experience student placements are full time, for five days per week for a minimum of three consecutive months. We do not accept applications for this scheme for shorter amounts of time. This is to provide a realistic idea of the intense physical demands of the role. The placements will include some weekend days and possibly Bank Holidays.

Unfortunately, Colchester Zoo is unable to assist in any travel or accommodation expenses, and no payment is associated with these roles.

Placement criteria –

Applications will be welcomed from candidates who meet the following criteria -

- You must be 18 years old or over at the time of placement
- You must have completed or are completing an animal related course
- You will confirm you are able to commit to five consecutive days per placement week.
- In exceptional circumstances applications, will be considered for mature candidates with proven ability in the workplace and who may be considering an academic course.

Placement selection –

Our work based learning schemes are always heavily oversubscribed and placements will only be offered after a robust and rigorous selection assessment that will include group exercises, presentation / engagement skills and formal discussion.

The selection assessment process is designed to ensure that our scheme meets the requirements of applicants and vice versa. During the day, you will have the opportunity to meet with the Workforce Development Manager who manages the work based learning schemes and where possible with other zoo staff from animal sections.

If you are selected to progress beyond formal selection assessment you will be asked to complete at least 1 full day (most likely 7.45a. - 5.30p.m.) for practical assessment on an animal section and working as part of the section team.

Only after successful completion of the practical assessment will you be made a formal offer of a work based learning placement at Colchester Zoo.

Application process –

Applications should be submitted by 30 June 2019 for placements in the following calendar year (2020). Selection assessments days are then scheduled during late September and early October 2019. **Applications will not be considered outside of this timeframe.** You will also be required to complete a health questionnaire, Health and Safety statement and provide other personal data before commencing a placement.

Whilst applicants can express a preference for a placement on a specific animal section it may not always be possible to offer that choice. Applicants should therefore be flexible about which section they will be placed with.

Uniform requirements -

Work based learners at Colchester Zoo are required to comply with the zoo's strict uniform policy. To do so you will need to purchase a branded uniform, that is yours to keep, at a cost of £40, comprising -

- Fleece jacket
- Sweatshirt
- Two polo shirts

In addition, you will be expected to wear black cargo trousers or shorts, and dark coloured appropriate waterproof footwear.

If you need any further information, please firstly check the work based learning sections on the zoo website. If you cannot find what you need or your questions are still not answered, please contact us on volunteer@colchesterzoo.org.uk

We look forward to receiving your completed application.

Jon Rowe - Workforce Development Manager