

COLCHESTER ZOO

Colchester Zoo is East Anglia's premier and award-winning visitor attraction with over 2 million guest visits each year and it works well because we all work well together to make it happen.

We have over 180 species of animals and support conservation around the globe and our mission is to provide guests with a first-class experience for all visitors and at the same time further understanding and respect for animals. Through visitors' funds, Colchester Zoo undertakes breeding programmes for endangered species and funds in situ projects in the wild.

JOB TITLE: Senior Animal Keeper

An exciting position has arisen for a senior animal keeper to join our team and contribute to our mission at Colchester Zoo in a full-time role.

The successful applicant will be part of a team entrusted with the care of a range of species across various taxa. As a senior keeper you will be required to input ideas for the continual progression and development of animal husbandry, enclosure design, carry out talks and presentations to the public as well as maintain high standards of animal care and breeding management. As a senior keeper they will be expected to oversee the daily supervision of junior staff, student keepers and work experience, ensure safe working protocols and practices, have a good understanding of risk assessments and on occasions manage the section in the absence of the Team Leader and Deputy.

We are looking for an individual who is highly motivated and hardworking, with a minimum of 5 years' experience working in a zoological collection. Excellent customer service, communication and animal husbandry skills are essential and previous experience working with various taxa, supervising staff and managing risk in a zoo environment would be preferable.

Applicants should have the Diploma in the Management of Zoo Animals and Aquaria or an equivalent qualification and have a full valid driving licence.

This is a permanent position with a start date as soon as is possible and salary is dependent on qualifications and experience.

JOB SUMMARY: The candidate will work within the Animal Department to carry out husbandry duties and maintain high standards of welfare for the animal species in their care. As a senior keeper, the candidate will be required to input ideas for the continual progression and development of animal husbandry, breeding management and enclosure design on the section.

Alongside more senior members of staff, the job holder will be responsible for mentoring and allocating work duties to junior employed staff members; qualified keepers and apprentice keepers, and volunteers; student keepers and work experience students.

The candidate will ensure safe working protocols and practices, have a good understanding of risk assessments and on occasions manage the section in the absence of the Team Leader and Deputy.

The job holder will deliver enclosure encounters and experiences to zoo visitors for a range of species across the section.

MAIN JOB PURPOSE:

- Provide excellent husbandry standards and welfare to a range of species
- Mentor and allocate work duties to junior members of staff and volunteers
- Ensure safe working practices across the animal section
- Deliver enclosure encounters and experiences to zoo visitors

OTHER KEY ACTIVITIES:

- Demonstrate commitment to continuous personal development.
- Perform other duties as reasonably directed by the senior members of the Reptile

Department (Team Leader, Deputy Team Leader and Lead Keeper) and the Animal Management Team (Zoo Director, Curator of Living Collections, Manager of Living Collections and Head Keeper)

WORKING HOURS: This is a full-time position. An average of 40 hours a week (5 days) which will include regular weekend work and will increase in busy periods.

UNIFORM: Full uniform (except boots) will be provided. Full uniform must be worn at all times with a name badge.

EVALUATION: For the first five months of employment, the jobholder will be asked to complete a one month, three month and five month self-assessment. This will gauge their feelings of the job and assess their progress towards meeting targets.

WORKING ENVIRONMENT:

- Colchester Zoo is a non-smoking environment and smoking is not permitted by members of staff whilst on the premises.
- Colchester Zoo is an equal opportunities employer.
- You may be required to work offsite on animal transfers on occasion.

Whilst doing this job, the employee is likely to be exposed to:

- Category 1 animals
- Outside weather conditions
- Tropical exhibits with high temperatures
- Moving mechanical parts
- Toxic or caustic chemicals
- Lifting heavy loads

SENIOR KEEPER SPECIFICATION

	Essential	Desirable
EDUCATION / QUALIFICATIONS / TRAINING	<p>GCSEs at C or above in English, Maths and Science</p> <p>DMZAA or equivalent qualification in animal related subject</p>	<p>Hold first aid certificate or be willing to obtain one once in post</p> <p>Fire arms licence</p> <p>Training in manual handling and working at height</p>
SKILLS / KNOWLEDGE	<p>Excellent knowledge of animals, conservation and animal care and welfare</p> <p>High standards of practical skill in animal husbandry, including training and enrichment</p> <p>Computer literate with good knowledge of the major Microsoft Office programmes.</p> <p>Excellent communication and presentation skills in order to deliver animal encounters and experiences</p> <p>Excellent written skills including record keeping</p>	<p>Knowledge of zoo licensing and legislation</p> <p>Strong understanding zoo of emergency procedures</p> <p>Technical skills in operating filtration systems and life support system management</p> <p>Basic knowledge of uv requirements for animal species</p> <p>Reasonable knowledge of water quality parameters and management for a range of species</p> <p>Knowledge of ZIMS</p>
EXPERIENCE	<p>Minimum of 5 years' experience working in a zoological collection</p> <p>Experience working in a team and contributing to team goals.</p> <p>Experience mentoring junior staff members and allocating work duties</p>	<p>Experience managing risk in a zoo environment</p>
GENERAL	<p>Full driving licence</p> <p>Ability to follow instruction and carry out tasks at manager's request</p> <p>Ability to harness positive relationships with all other team members regardless of level</p> <p>Dependable and trustworthy</p> <p>Hard working and highly-motivated</p> <p>Ability to use own initiative to solve problems with flexibility and adaptability.</p> <p>Warm, open minded and professional.</p>	<p>Full driving licence.</p> <p>Teaching qualification is helpful but not required.</p>

HOW TO APPLY

If you are interested in applying, please complete the [Colchester Zoo Employment application form](#). Please ensure all sections of the application form are completed, do not enter 'Refer to CV'.

Send you CV and completed Employment Application Form to **Mrs Liz Butcher, Living Collections Manager, by email to vacancies@colchesterzoo.org**

Closing date is **14th January 2022**.

Please be aware that we will only process applications that include a completed application form and CV. We do have a lot of interest in our vacancies, if you have not heard from us after four weeks of submitting your application you should assume you have not been successful on the occasion.

**SECTION FOUR – Continuous Professional Development, other training, current study
(type in information)**

Qualification (Inc. grade)	School / University / Institution	Date Achieved

**SECTION FIVE – Membership of Professional Body, include any offices held
(type in information)**

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SECTION SIX – CURRENT / MOST RECENT EMPLOYMENT (type in information)

Job Title:		Current Job:	
Employer:			
Start Date:		End Date:	
Salary:			
Main duties and responsibilities:			
Notice Period:			
Reason for leaving:			

SECTION SEVEN – PREVIOUS EMPLOYMENT: (type in information)			
Job Title:		Current Job:	
Employer:			
Start Date:		End Date:	
Salary:			
Main duties and responsibilities:			
Notice Period:			
Reason for leaving:			

PREVIOUS EMPLOYMENT CONTINUED... (type in information)			
Job Title:		Current Job:	
Employer:			
Start Date:		End Date:	
Salary:			
Main duties and responsibilities:			
Notice Period:			
Reason for leaving:			

PREVIOUS EMPLOYMENT CONTINUED... (type in information)				
Job Title	Employer	Start Date	Leave Date	Reason for leaving

GAPS IN EMPLOYMENT – please specify reasons and dates for any gaps in employment (type in information)

SUPPORTING INFORMATION - Please provide any information in support of your application. This should provide us with evidence of the skills, knowledge, personal attributes, competence and experience to carry out with the role for which you are applying (type in information)

REFERENCES – Please give the details of two referees, one should be your current or most recent employer (i.e. you line manager or Head of Department) References from family or friends are not accepted if you have an employment history (type in information)

Title:		First Name:	
Can the reference be contacted?		Surname:	
Job Title:			
Address:			
Email:		Telephone:	
Relationship:			

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Can the reference be contacted?		Surname:	
Job Title:			
Address:			
Email:		Telephone:	
Relationship:			

DISABILITY – Do you require any special arrangements to be made to participate in the selection process on account of a disability? If yes, please give brief details (type in information)

CONVICTIONS – Have you ever been convicted of a criminal offence i.e. cautions, reprimands or warnings? If yes, please give details of any unspent convictions.

DECLARATION: Please read carefully before signing this application

I confirm that the above information is complete and correct and that any untrue or misleading information will give my employer the right to terminate any employment contract offered. I agree that the organisation reserves the right to require me to undergo a medical examination. (Should we require further information and wish to contact your doctor with a view to obtaining a medical report, the law requires us to inform you of our intention and obtain your permission prior to contacting your doctor). I agree that this information will be retained in my personnel file during my employment and for up to six years thereafter and understand that information will be processed in accordance with the Data Protection Act. I agree that should I be successful with this application, I will, if required apply to the Criminal Records Bureau/Scottish Criminal Records Office for a basic disclosure. I understand that should I fail to do so, or should the disclosure not be to the satisfaction of the company, any offer of employment may be withdrawn or my employment terminated.

Signed:

Date: