

## Senior Keeper Conservation Grade B2

<b>Reporting to:</b>	Assistant Curator / Curator (of relevant section)
<b>Direct reports:</b>	None
<b>Working Pattern:</b>	Average 5 days out of 7 – 37.5 Hours (1 hour unpaid lunchbreak)
<b>Salary:</b>	£29,914 per annum

### About Us:

Twycross Zoo is a fantastic conservation and education charity and historic organisation that has existed for 60 years. At the heart of what we do, the reason we exist, is to be an influential conservation and education charity, delivering on our commitments to be guest obsessed and provide world-class animal environments and levels of husbandry. Alongside this, we strive to be an effective charity with a commercial mindset, putting our people at the heart of the organisation.

### Key Objectives:

- To support the Team Leader in the running of the section, ensuring that all elements of animal care is carried out effectively and safely
- Support and mentor the keeper team in all areas to ensure continued development, competency and performance in their roles
- Role modelling the company values in all areas of your work, ensuring the team feel empowered to consistently deliver outstanding experiences to our guests.

### Key Responsibilities:

- Assist in establishing section husbandry and management routines to deliver a high level of animal care to relevant species. This includes, but is not limited to, enclosure servicing, diet provision, positive reinforcement training and providing a full range of enrichment opportunities. Follow these and ensure they are also followed by the keeper team.
- Conduct observations on the relevant animals during the working day. Report anything of concern from across the team to the most applicable person.
- Ensure all relevant risk assessments, standard operating procedures and policies are followed at all times, to ensure best practice for safe working, in line with health and safety practices.
- Be proactive in looking for ways to improve own working knowledge and keep abreast of best practice of relevant species. Show initiative in how TZ can continually improve the wellbeing of its animals.
- Record all required elements of animal data and ensure anything recorded by the team is to the required standard. Includes, but isn't limited to, section diary entries, DAM daily reports and single data entry points on ZIMS.
- Deputise for the Team Leader when needed
- Engage with visitors on site, which may include delivering or assisting with animal talks and public feeds.

- Be proactive in the support and facilitation of work from other departments, including zoo-based research, conservation education and animal services. Show initiative in the suggestion of beneficial zoo-based research for the relevant species.
- Work closely with other departments such as veterinary and maintenance, taking a proactive approach where animal health and welfare is affected. Communicate anything pertinent to the team in a timely manner.
- Work on improving knowledge and understanding of the work of BIAZA and EAZA. Consider opportunities to play an active role where suitable.

**About you:**

- A BSc (or equivalent experience) in an animal or conservation related subject desirable.
- Achieved the DMZAA (or equivalent) qualification.
- Significant knowledge of relevant taxa, including their physiology, natural behaviours and management practices in zoos.
- Up to date best practice knowledge for species management. High level of motivation in delivering these high standards and the pursuit of excellence.
- Experienced in how to mentor and support a variety of people. Be open, approachable and have a flexible and calm working style.
- Has excellent time management skills with the ability to prioritise work; completing own work whilst supporting others.
- A competent communicator at all levels across the society. Be appreciative and follow the need for confidentiality where appropriate.
- IT competent in MS Office and ZIMS.
- Knowledge of breeding programme management and the wider role of modern zoos in species and habitat conservation, with some understanding of species planning.
- Committed to supporting zoos in increasing our impact on species conservation.
- Flexibility in working times and duties is a key requirement.
- Physically able to complete section work as required

**Benefits include:**

- 31 days annual leave (including bank holidays), increasing with service
- Life assurance
- Company sick pay from 6 months service
- Free zoo entry for you and complimentary tickets for family and friends
- Discounts in our gift shop and food outlets
- Access to an employee discount platform
- Monthly recognition awards
- Employee assistance services
- Free parking

Join us and play a vital role behind the scenes, supporting our mission to deliver world-class experiences and conservation impact. Apply now by sending your CV and cover letter to [human.resources@twycrosszoo.org](mailto:human.resources@twycrosszoo.org).