

Behaviour and Welfare Placement

About Us:

Twycross Zoo is a fantastic conservation and education charity and historic organisation that has existed for over 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.

About the behaviour and welfare placement:

At Twycross Zoo, we recognise the importance of hands on, real world experience in supporting career development. Our 3 month and 10 month behaviour and welfare work based learning placements are designed for students undertaking a placement as part of their course, offering meaningful opportunities to develop practical skills within a professional environment.

As part of the placement, students will be supported to develop skills through activities which may include, but are not limited to:

- Supporting with monitoring and recording animal behaviour of a variety of species through observation and camera footage review
- Helping ensure the availability of input and output based indicator data for the completion of welfare assessments using the Five Domains Framework.
- Assisting in the collection, analysis and interpretation of data
- Supporting zoo-based research projects

Guest Engagement Expectations

Twycross Zoo is open to guests 363 days per year. Students will have opportunities to contribute to guest engagement activities to support positive guest engagement while onsite.

This includes:

- Answering public enquiries in a friendly, professional and helpful manner
- Assisting with guest activities and events when required

Students will be supported to develop a guest focused approach at all times, contributing to an excellent experience.

Training and Development

This placement also includes the opportunity to engage with a formal learning programme designed to develop practical and professional skills relevant to working in a role in a modern zoo environment.

Placement requirements:

- Aged 18 years old or above
- You must be enrolled on a conservation or animal based further or higher education course with the requirement to undertake a placement for an academic year in industry.
- Be genuinely interested in all aspects of animal behaviour and welfare
- Be willing to engage with all forms of learning and make the most of the opportunities provided
- Willing and able to work individually and as part of a team
- Placements follow a fulltime learning schedule of 5 days per week in line with zoo operational hours.
- Be able to financially support yourself for the duration of the placement

Additional Information

All of our work based learning placements follow zoo operational hours for 5 days per week.

This placement forms part of a formal further or higher education programme and is designed as a structured learning experience. It does not constitute employment and is focused on development and learning rather than undertaking a defined role within the team.

Please note that these placements are unpaid and no accommodation is provided. Applicants should consider their personal circumstances before applying

Places are granted following an application and an assessment process.

Why Join Us?

You'll be part of a friendly, enthusiastic team driven by inspiring and engaging guests during their visits to Twycross Zoo. As a registered charity, every member of the team plays a direct role in our mission to protect wildlife and inspire future generations.

You will be joining us at an exciting time for the future of Twycross Zoo, across the next 12 months, construction will be completed on the Global Conservation Centre following a £25 million grant. This is a state-of-the-art facility opening in 2027 to house various endangered species across all taxa. The Global Conservation Centre will support vital work around species conservation.

It will bring together experts in conservation science and train the next generation of conservationists, whilst offering researchers from around the world the opportunity to study a great variety endangered species, in naturalistic complex environments. The facilities will include a lecture theatre, classrooms, and laboratories alongside new animal habitats.

If you're looking to take the first steps into a role within the world of modern zoos where the skills you learn genuinely make a difference, this could be the perfect next step.

Equal opportunities

We are committed to equality of opportunity and welcome applications from all suitably qualified candidates.

Right to work (or equivalent wording)

Applicants must be eligible to undertake a placement in the UK.

Data protection

Your personal data will be processed in line with our privacy policy.

How to Apply

To apply for a Behaviour and Welfare work-based learning placement, please send your application form on our website to human.resources@twycrosszoo.org by 19 August 2026.