



Job Description

Department: Animal Collection – Mammals Dept.
Job Title: Keeper, Grade 2
Reports to: Deputy Head of Mammals Dept.
Location: Jersey, Channel Islands

Introduction to Durrell

Durrell Wildlife Conservation Trust is an international charity working to save species from extinction. Headquartered in Jersey in the Channel Islands, Durrell focuses on the most threatened species in the most threatened places.

Established by author and conservationist, Gerald Durrell, in 1963, Durrell delivers its conservation mission through our three integrated core areas of operation:

- Field Programmes: conservation action where it is needed most
- Conservation Knowledge: training future conservation practitioners and monitoring and evaluating conservation science, which underpins all Durrell activities.
- Jersey Zoo: a centre of excellence in animal husbandry, research, training and education

With a track record of more than 50 years, Durrell leads some of the world's longest running and most successful species and habitat recovery programmes. The quality of our work is equally as important as how we deliver it. Our values, underpin how we approach our work and the work environment we create.

Our Values

Purposeful	We are clear on why we do what we do, are connected as an organisation , we understand and demonstrate enabling / delivery, we are passionate about what we do and work tirelessly to achieve it.
Accountable	We are accountable for our actions ; we act with integrity and always have the best interests of the Trust at heart. We take it upon ourselves to update our knowledge and deliver excellence , and our ethics are of the utmost importance.
Supportive	We develop and encourage our staff, we work as a team , work well with other departments and trust and respect each other. We promote a learning culture , treat people fairly , encourage diversity in the workplace, and value the opinions and views of others.

1. Role

To assist in the management of the animal collection at Jersey Zoo, maintaining high standards of husbandry and under the direction of the Department Head or Deputy Head. To promote the Trust's work to visitors and guests and contribute to the captive breeding and conservation of endangered species.

2. Key Responsibilities

- To monitor the animals carefully for behavioural, reproductive and medical problems and ensure prompt action is taken to alleviate them, and administer medication as prescribed;
- To ensure the accommodation for animals is maintained to a high standard for the safety, health and well-being of the animals and for attractive exhibition to the public, and to contribute ideas towards improving enclosures;
- To prepare and distribute food to the animals, following the prescribed diets and to have a good understanding of animal nutrition, diets and feed presentation;

- To ensure waste is managed and disposed of correctly and in timely fashion, and ensure pest control measures are deployed effectively, identifying where pest control is required;
- To provide environmental enrichment to animals within care where appropriate and prepare schedules;
- To participate in animal training exercises where appropriate, demonstrating confidence in delivering existing and training new trained behaviours;
- To ensure correct import, export and quarantine procedures are observed, and to strictly adhere to biosecurity and quarantine measures;
- To perform capture and restraint of animals with minimal supervision, for enclosure movement, veterinary examination or export from the collection, while minimising stress;
- To be familiar with correct techniques, such as ringing and id chip implants, used to identify animals within the department;
- To follow correct animal rearing protocols, following instruction from senior staff
- To provide accurate daily records to the Animal Registrar of animal movements, births, deaths, transactions, reproduction and behaviour to ensure a full set of data is available for each animal to facilitate future management and research;
- To be up to date on and demonstrate confidence in ability (with minimal supervision) to cover for different animal routines to prevent any breakdown in procedures due to days off, illness, or holiday leave of other staff members in the department;
- To supervise and help train new staff, students and volunteers assisting in the animal collection, supporting their development, and ensuring their safety and that of the animals whilst on section;
- To deliver talks, presentations and behind-the-scenes experiences to visitors, VIPS and other parties as requested and to ensure a positive visitor experience, engaging with and answering questions from visitors as required, during the normal course of duties;
- To have read and understood the Employee Handbook, the emergency procedures, and to act according to Durrell's values;

- To adhere to and have good knowledge of prescribed safety and emergency procedures to ensure the safety of animals, fellow staff and the visiting public;
- To contribute to research in line with the Zoo Research Strategy, and to provide practical support and specialist advice to students, and visiting researchers;
- To contribute to Jersey and overseas conservation programmes as requested;
- To attend and contribute to departmental and general meetings;
- To provide additional animal care and support zoo activities beyond the normal routine as required;
- To take part in education, media and marketing initiatives as requested;
- To represent the Trust at national and international scientific meetings and conferences and to make presentations of the Trust's work if requested;
- To assist with studbook entry as requested;
- To deliver teaching presentations to Durrell students, encouraging questions and discussion;
- To assist in the training and development of new staff, and oversee their work as part of the daily routine.

3. Knowledge, Skill and Ability

- A degree or HND in a relevant discipline (e.g. zoology, animal management) or equivalent experience in a zoo or related field desirable;
- Wide knowledge of biology, ecology and captive requirements of animal species for which post is responsible;
- A precise and consistent approach to animal keeping with highest animal welfare standards in mind;
- A high level of health and fitness in order to be able to carry heavy loads and work in extreme outdoor weather conditions;
- Computer literacy;
- Good verbal and written communication skills;
- The ability to work within a department team, both as a team player and using one's own initiative;
- Good organisational and time management skills.

3. Behaviours and Values

- Positive outlook and 'can do' attitude is vital;
- Team spirited and inclusive, supportive approach;
- Sets and promotes a positive example;
- Demonstrates initiative and accountability in problem solving;
- Ability to remain calm under pressure;
- Accepting of others strengths and weaknesses;
- Maintains a professional, polite, positive and respectful level of communication with colleagues.