JOB DESCRIPTION

SENIOR HERPETOLOGY KEEPER
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 1959, Durrell delivers its conservation mission through our three integrated core areas of operation:

**JERSEY ZOO**
A centre of excellence in animal husbandry, research, training and education

**CONSERVATION KNOWLEDGE**
Training future conservation practitioners and monitoring and evaluating conservation science which underpins all Durrell activities

**FIELD PROGRAMMES**
Conservation action where it is needed most

With a track record of 60 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.
JOB PURPOSE

To assist in the management of the diverse reptile and amphibian collection and associated invertebrate food colonies at Jersey Zoo, maintaining highest standards of husbandry and under the direction of the Department Head or Deputy Head. Promote the Trust’s work to visitors and guests and contribute to the captive breeding and conservation of endangered species.

KEY RESPONSIBILITES

- 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 take active steps towards improving enclosures.
- To prepare and distribute food to the animals, following the prescribed diets, have a good understanding of animal nutrition, diets and feed presentation, and to make recommendations for diet modifications in line with best practice and developing knowledge.
- 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 deliver animal training exercises (both reinforcing existing and instilling new trained behaviours) where appropriate, and train other members of staff in these techniques.
- To ensure correct import, export and quarantine procedures are adhered to, and to enforce biosecurity and quarantine measures.
• To perform capture and restraint of animals unaided, for enclosure movement, veterinary examination or export from the collection, while minimising stress, and to be confident in organising such an event.

• 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, with the ability to train other staff in relevant techniques, and to compile rearing protocols.

• 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, and to ensure that these are submitted from the animal section as a whole in a timely manner.

• To be up to date on and be able to provide 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 ensure new staff, students and volunteers assisting in the animal collection are adequately trained and supervised, guiding 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, training other staff in the ability to do so, 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, providing practical support and specialist advice to students and visiting researchers; and to propose and undertake new studies to address knowledge gaps.

• To contribute to Jersey and overseas conservation programmes as requested.

• To attend and contribute to departmental and general meetings.

• To provide additional animal care, support zoo activities and perform any other duties beyond the normal routine as required.

• To take part in education, media and marketing initiatives as requested, demonstrate confidence in media interactions, and write reports and news stories if 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 coordinate an EEP/ studbook if requested.

• To deliver teaching presentations to Durrell students, encouraging questions and discussion.

• To train and develop new staff, overseeing their work as part of the daily routine, and contribute towards their formal assessments.

• To evaluate the performance of volunteers, students and Academy trainees for overall assessment as part of the education programme they are participating in.

• To deal with correspondence at the request of the head or deputy head of department, from studbook keepers, zoo colleagues, the public, researchers, and others.

• To perform rostered weekend duties and assume the associated responsibility.

• To monitor, log and report any issues to site services department.
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.
• Strong practical background in the captive husbandry and breeding of a wide range of herpetological species with a minimum of 3 years’ experience working within zoological collections.
• 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.

BEHAVIOURS

• Positive outlook and ‘can do’ attitude is vital.
• Team spirited and inclusive, supportive approach.
• Sets and promotes a positive and encouraging example.
• Demonstrates initiative and accountability in problem solving.
• Ability to remain calm under pressure and support others.
• Accepting of others strengths and weaknesses.
• Maintains a professional, polite, positive and respectful level of communication with colleagues.
• Competent and confident in handling conflict.
• Approachable to junior staff members with ability to act as a mentor.
TEAM ORGANOGRAM

Director of Zoo Operations

Head of Herpetology

Deputy Head of Herpetology

Senior Keepers

Keepers

OUR LOCATION

Durrell Wildlife Conservation Trust, Les Augres Manor, La Profonde Rue, Trinity, Jersey, JE3 5BP