



## JOB DESCRIPTION

# TEAM LEADER – SOFTBILLS



**SAVING SPECIES FROM EXTINCTION | [WWW.DURRELL.ORG](http://WWW.DURRELL.ORG)**

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**REGISTERED COMPANY NUMBER** 6448493 **REGISTERED OFFICE** c/o Intertrust Corporate Services (UK) Limited, 35 Great St. Helen's, London EC3A 6AP

**PATRON** HRH The Princess Royal **FOUNDER** Gerald Durrell, OBE, LHD **HONORARY DIRECTOR** Lee Durrell, MBE, PhD **CHIEF EXECUTIVE OFFICER** Lesley Dickie, PhD

# 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:



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



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



**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

The Team Leader of Softbills, will be responsible for, but not limited to, the oversight of the softbill collection, in growing and developing the husbandry needed for the collection, maintaining appropriate facilities, the management of the hand-rearing and incubation facilities and other bird exhibits as part of the department.

This role sits between the senior keepers and the curators and acts as the daily operational lead for the section. The role will manage a small team of keepers, providing guidance and training, managing appraisals and rotas as well as maintaining the highest levels of animal husbandry, research and guest interaction. You will have to work closely with the team leader Wetland Birds and be prepared to learn the husbandry requirements for the entire bird collection as well as working closely with our field conservation and knowledge teams.

TEAM LEADER – SOFTBILLS

**DEPARTMENT**

Birds – Zoo Operations

**REPORTS TO**

Deputy Curator Birds

**LOCATION**

Jersey



# KEY RESPONSIBILITIES

## General duties:

- To assist the curators in maintaining the highest standards of animal care and welfare within animal collection.
- To care for, clean, maintain exhibits for a range of passerines, pigeons, hornbills and other species within the collection as required, taking an active lead in the Bird Department.
- To contribute to the department's research and scientific output through original research projects and publication of results in scientific papers as appropriate.
- To teach on courses as organised by the Bird Department and International Training Academy.
- To assist the curators and directors in supporting the Trust's internal and overseas projects as required.
- To maintain suitable enrichment and training programmes.
- To report faults and maintenance issues within the assigned facilities.
- To ensure health and safety procedures are being following and identify areas for improvements.
- To perform animal experiences, talks and lectures to guests, donors and school groups.
- To order diets, supplies and tools as required.
- To work closely with the Trust's Communication Team on fundraising projects.

## Management duties:

- To deputise for the curators as necessary.
- To supervise and train staff assigned to you, being involved in creation of rotas, holidays and managing staff sickness in liaison with curators and Wetlands Section.
- Take part in 1-1 meetings, appraisals and disciplinary procedures.
- To supervise and instruct volunteers, trainees and students working within the department.
- To ensure good communication lines with curators, directors and other senior managers within the Trust.

## Other duties:

- To keep accurate daily records on ZIMS and ensure husbandry records are accurate and reported.
- To keep up-to-date with current best practice and maintain a programme of continued professional development.
- To liaise with the Veterinary Department in ensuring any health problems are treated effectively, reproductive control methods and ID systems are employed where necessary and import/export procedures are carried out when required.
- To maintain an active presence in EAZA and BIAZA meetings, working groups and committees. Looking for opportunities to actively take part in breeding programme management.
- To travel as required to any location in which Durrell is active.

## Basic hours for the post are 41.5 hours a week.

The post-holder will be required to work as part of the department rota and the site duty-keeper rota, which may include weekend working and occasional late or early starts and finishes; and to work any additional hours necessary to satisfactorily fulfil the responsibilities of the post.

# KNOWLEDGE, SKILL AND ABILITY

## **Qualifications:**

The post-holder is required to have the following skills and abilities:

- A degree in zoology, biology, ornithology or relevant subject.

## **Professional experience and skills:**

- Minimum of 5 years in a senior keeper or manager level role in a zoological collection with experience managing a small team, rotas and basic HR issues
- Proven experience working with birds is essential. Experience managing a hand-rearing and incubation facility is desirable
- Experience with life support systems and pest management
- Experience with field work would be an advantage
- Use of ZIMS and Excel
- The post-holder must be a team player and be able to work unsupervised in a multi-disciplinary environment.

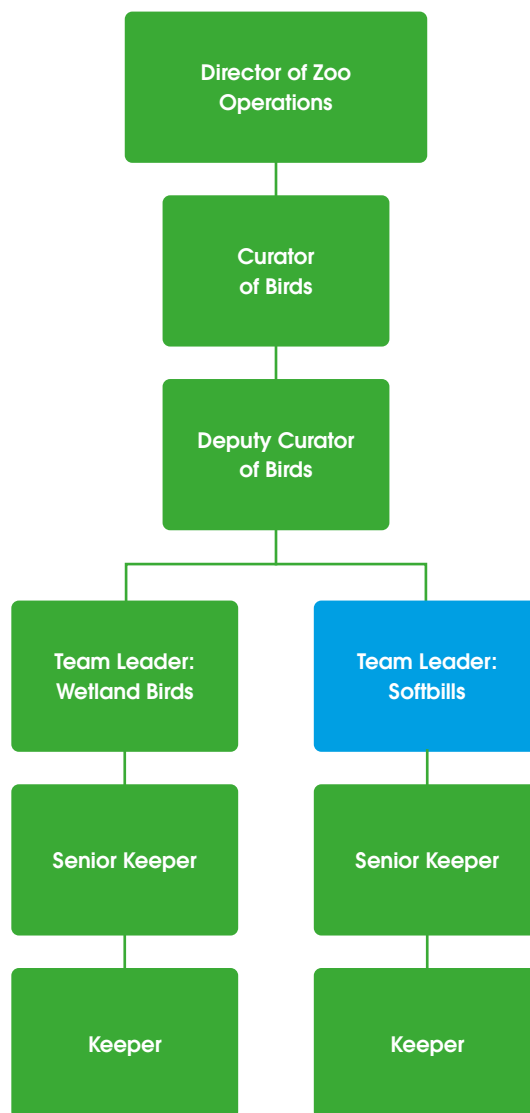
To reflect future changes within the Trust, the scope of this role will be regularly reviewed, and may evolve to meet changing needs. Any changes will be agreed in advance with the post-holder and confirmed in writing.



# BEHAVIOURS AND VALUES

- Acts with integrity and with the best interests of the employer at all times;
  - Enthusiastic, confident, committed and conscientious;
  - Natural sympathy with animals and their environment requirements.
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## TEAM ORGANOGRAM



# OUR LOCATION



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