JOB DESCRIPTION

DEPUTY CURATOR OF BIRDS
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 further the Trust’s work in the conservation of endangered species by managing and participating in the daily operations and strategic direction of the animal collection under the direction of the Curator.

- To assist in maintaining and shaping an animal collection that fulfils the Trust’s conservation aims through managing captive populations, staff training and research and that also provides a valuable, entertaining visitor experience.
- To train staff and visiting students practical aspects of animal management, instigate research projects and support others conducting research.
- To support the delivery of Durrell’s Conservation Strategy, within the animal collection in Jersey and overseas.
- To ensure that the husbandry of the collection conforms to our high standards of animal welfare and ethical guidelines.
- To manage and motivate departmental staff and aid them in their professional development.
- To manage the collection and departmental resources within a specified budget.
- To ensure the smooth running of the department, maximising the department’s contribution to the Trust’s strategy to save species from extinction.
- To deputise for the curator when required.
# KEY RESPONSIBILITIES

## ANIMAL CARE
- If required as cover

## STAFF MANAGEMENT
- Team leaders

## TRAINING
- Academy and staff

## RESEARCH
- When possible

### STRATEGIC DIRECTION

### DAY TO DAY OPERATIONS

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<thead>
<tr>
<th>To manage assigned team leaders who will lead the daily operations of the department and the staffing</th>
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<tr>
<td>To oversee and write procedures for the care, feeding, cleaning and maintenance of all animals within care including enclosures, public viewing areas and off show enclosures</td>
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<td>To inspect the accommodation for animals and make certain it is maintained to a high standard for the safety, health and well-being of the animals and for attractive exhibition to the public</td>
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<td>To discuss and decide on animal behavioural, reproductive and medical problems and discuss outcomes with curators, team leaders and vets</td>
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<td>To ensure reproductive plans are followed through as advised by director of zoo operations, head of veterinary services or studbooks. Species without management plans must be managed at the discretion of the Curator in liaison with the Director of Zoo Operations</td>
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<td>To manage department staff to provide additional animal care as necessary, beyond the normal routine, to incubate eggs, hand-rear young and attend sick animals</td>
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<td>To direct and participate in the capture and restraint of animals, for enclosure movement, veterinary examination, or export from the collection, while minimising stress and ensuring the maximum amount of information is collected during each event</td>
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<td>To oversee the provision of 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</td>
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<td>In close co-ordination with the Director of Zoo Operations, Curator and Head of Site Services, to design and assist with enclosure renovation or modification or the construction of new enclosures</td>
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<td>To direct staff to provide assistance, information, training and supervision to visiting students, ITC trainees and conservation education staff to support DWCT’s training and education programmes</td>
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<td>To conduct workshops and tutorials or to give lectures to further the conservation expertise of ITC trainees, as requested by the Head of the International Training Centre</td>
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<td>To answer queries from volunteers and the visiting public, to organise tours and talks on the work of the Trust to visiting colleagues, scientists and students. If requested Director of Zoo Operations or Comms &amp; fundraising team, to entertain and educate V.I.P.’s and to give interviews to and oversee media personnel</td>
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<td>To participate in the emergency response teams</td>
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<td>To propose and carry out original research to further knowledge of species maintained at the Trust and to provide practical support and specialist advice to students, researchers or ITC trainees conducting research in the animal collection</td>
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<td>To propose and, if requested, carry out original field research overseas to further knowledge of species for which the Trust has developed or is developing a species recovery programme</td>
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<td>To investigate, propose and direct the implementation of recovery programmes in Jersey and overseas for new species to further the Trust strategy</td>
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<td>To manage alongside the curator, animal movements in the collection and establish the correct export, import and quarantine procedures to be followed in co-operation with the Animal Registrar and the Vets and ensure the Director of Zoo Operations is kept informed</td>
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<td>To direct staff to train and supervise volunteers assisting in the animal collection to ensure their safety and that of the animals</td>
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<td>To attend national and international scientific meetings and conferences and to make presentations of the Trust’s work if requested. To participate in Taxon Advisory Groups, if requested, to formulate regional strategies for conservation-based breeding programmes and follow up as necessary by writing reports, minutes, and surveys</td>
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To develop and control the collection by identifying surplus animals and suitable homes for them and identifying sources of animals needed to enhance breeding programmes for species in the collection.

To write reports, news stories and scientific documents as required to exchange or publish information to further knowledge and promote the work of the Trust.

To participate in the co-ordination of species breeding programmes of the Trust, including stock held in other institutions, to ensure they are well managed, demographically and genetically; to update and maintain databases for regional or international studbooks relevant to the species.

To regularly discuss veterinary care with the veterinary team and keepers.

To train, lead, motivate, develop and manage staff to ensure the department is efficient and effective and that high standards of care and animal management are maintained.

To assess the equipment and supplies needed in the department; to co-ordinate the purchase of them with the Logistics Manager. To order specialised equipment unique to the department when necessary.

To safeguard the animal collection by controlling pests in a manner which does not jeopardise the health or wellbeing of the Trust's animals.

To research and keep abreast of new developments to advance husbandry techniques, develop improved facilities and to lead in contemporary conservation and animal management practice.

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**MANAGEMENT DUTIES**

To meet regular with the director of zoo operations and curator and keep updated all activities within department.

To deputise for other deputy curators and curators as required.

To manage assigned team leaders and assist with the management of keepers including appraisals, back to work reviews, targets and daily activities.

To recruit and assist with general staff management duties.

To communicate with other departments and other managers as required.

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**WORKING CONDITIONS**

Basic hours for the post are 40 hours a week.

The post holder will be required to work as part of the operations 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.

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.
TEAM ORGANOGRAM