



Job description

Curator, Herpetology and Invertebrates



SAVING SPECIES FROM EXTINCTION | WWW.DURRELL.ORG

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REGISTERED COMPANY NUMBER 6448493 **REGISTERED OFFICE** c/o Ogier Global (UK) Limited, 4th Floor, 3 St Helen's Place, London, EC3A 6A

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 Director of Zoo Operations.

- To maintain and shape 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 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 teach visiting students practical aspects of animal management, to instigate research projects and support others conducting research.

**CURATOR, HERPETOLOGY
AND INVERTEBRATES**

DEPARTMENT
Herpetology and Invertebrates

REPORTS TO
Director of Zoo Operations

LOCATION
Jersey Zoo

Key responsibilities

- To manage and instruct a Deputy Curator and Team Leader(s) who lead the daily operations of the department, managing the animal collection and contributing to the Trust's breeding and conservation projects.
- To oversee and continuously train department staff on all husbandry and conservation-related matters and aid them in their professional development.
- To train, lead, motivate, develop, and manage staff to ensure the department is efficient and effective and that highest standards of care and animal management are maintained.
- To research and keep abreast of new developments and advancements in husbandry techniques, to develop improved facilities and to lead in contemporary conservation and animal management practices.
- To ensure the highest standards for the safety, health, and wellbeing of the animals, the safety and wellbeing of department staff and for the maintenance of department facilities and of attractive exhibitions to the public.
- To develop and oversee procedures and inspect their application for the care of all animals and the maintenance of all enclosures and facilities within care, including public viewing areas, off-show facilities, and overseas breeding programmes.
- To regularly discuss veterinary care with department staff and the veterinary team. To determine and discuss animal behavioral, reproductive, and medical issues and facilitate outcomes with Deputy Curator, Team Leader(s) and veterinarians.
- To direct and participate in the capture and restraint of animals, if necessary, while minimising stress and ensuring the maximum amount of information is collected during each event.
- To ensure the provision and data input of accurate daily records, ensuring a full set of data is available for each animal to facilitate future management and research.
- To provide training and supervision to visiting students and trainees to support Durrell's training and education programmes.

Key responsibilities (continued)

- In close co-ordination with the Deputy Curator, Director of Zoo Operations and Site Services, to design and assist with enclosure and facility renovation or modification and the construction of new enclosures and facilities.
- To participate in the Trust's committees and emergency response teams.
- To answer queries from the visiting public, to organise tours and talks on the work of the Trust for visiting colleagues, scientists, and students. To entertain and educate V.I.Ps, to give interviews and to oversee media personnel.
- To propose and carry out original research to further the knowledge of species maintained at the Trust and to provide practical support and specialist advice to researchers and students conducting research in the animal collection.
- To develop and direct the implementation of management strategies for species maintained at the Trust, including dietary modifications, reproduction techniques and research projects to improve the success of captive breeding programmes.
- To investigate, propose and direct the implementation of recovery programmes in Jersey and overseas for new species to further the Trust's strategy.
- 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 oversee animal movements in the collection and establish the correct import, export, and quarantine procedures to be followed in co-operation with the Animal Registrar and the Veterinary department.
- To oversee all department correspondence relating to the animals in conjunction with the Animal Registrar; to liaise with other institutions regarding movements of animals between the Trust's collection and others; and to correspond and liaise with the public, fellow researchers, students, and other conservation organisations to ensure exchange of information and the development of new species management techniques.
- To attend national and international meetings, conferences, and workshops and to make presentations of the Trust's work; to participate in the diverse work of zoo organisations and to follow up as necessary by writing reports, minutes etc.
- To write reports, news stories and scientific manuscripts to exchange or publish information to further knowledge and promote the work of the Trust.
- To assist and support Durrell's overseas conservation breeding programmes through regular communication and on-site visits, as required.
- To support and partly line manage staff overseas as per specific project requirements.
- To assess departmental equipment and supplies and to co-ordinate or conduct purchases.
- To manage the collection and departmental resources within a specified budget.
- To manage and be responsible for all health and safety within area of responsibility.
- To recruit staff and assist with general staff management duties including to deputise for other Curators and the Director of Zoo Operations if required.
- To project manage developments from conception to completion, coordinating with architects, contractors, and other Trust departments.

Working conditions

Basic hours for the post are 41.25 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.

Knowledge, skill and ability

Qualifications

- A degree in zoology, biology, conservation, or relevant subject.
- Additional skills in facilitation and workshops desirable.
- Additional experience working in the field or in herpetological re-introduction projects an advantage.

Professional Experience and Skills

- Strong leadership skills, with the ability to lead and motivate a high-performing team to achieve organisational objectives.
- Extensive experience in a senior department role within a zoological collection with experience in managing teams, HR issues, and budget constraints.
- Proven experience working with herpetofauna in both zoo and field settings.
- Good knowledge and understanding of herpetofauna conservation needs and practices including biosecurity, translocations, and captive breeding and release programmes.
- Good administrative and IT skills, including working knowledge of standard software packages including word processing and databases.
- Good verbal and written communication and engagement skills. Public and scientific writing and speaking essential.
- Experience in managing studbooks and international breeding programs.
- The post holder must be a team player with a very reliable, inclusive, and collaborative approach and be able to work unsupervised in a multi-disciplinary environment.
- Current driving license and ability to travel worldwide required.

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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.

