



JOB DESCRIPTION

HEAD OF CAPTIVE BREEDING – MADAGASCAR



SAVING SPECIES FROM EXTINCTION | WWW.DURRELL.ORG

DURRELL WILDLIFE CONSERVATION TRUST is a Registered Charity with the Jersey Charity Commissioner, registered charity number: 1
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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

Central to DWCT's 'Rewild Our World' strategy are our ten global rewilding sites, two of which are in Madagascar: Madagascan wetlands and Madagascan dry forests. DWCT's Madagascar Programme is our single largest investment, with a full-time workforce of over 70 employees working in six field sites across the country.

The post holder will sit on the Madagascar Programme's Senior Management Team and be accountable for ensuring the highest standards in captive chelonian and wildfowl husbandry and record taking at the captive facilities which Durrell runs in Madagascar.

**HEAD OF CAPTIVE BREEDING,
MADAGASCAR**

DEPARTMENT
Field Programmes

REPORTS TO
Madagascar Programme Director,
with technical advisory from Head
of Herpetology and Head of Birds
at Jersey Zoo

CONTRACT
Permanent Full-time (40 Hours per Week)

LOCATION
Madagascar



KEY RESPONSIBILITIES

- Responsible for the welfare of all captive chelonians and wildfowl (Madagascar pochard) held under the Durrell Madagascar programme, ensuring highest standards of animal husbandry and welfare.
- Oversee of the daily management of the chelonians and wildfowl and associated duties under the guidelines of Durrell.
- Manage staff, including conducting performance appraisals, setting objectives, mentoring and providing support for both professional and personal development.
- Responsible for the continued development and improvement of our animal husbandry and associated staff skills under the guidelines of Durrell.
- Responsible for coordinating and ensuring facility and security infrastructure maintenance and repairs.
- Responsible for the establishment and management of semi-captive and release facilities and associated duties.
- Responsible for the development and management of budgets ensuring the highest standard of financial management.
- Coordination between husbandry staff and veterinarians and responsible for the appropriate taking, storing, and sharing of health data and samples under the guidelines of Durrell.
- Instruct, manage, and supervise staff in records-keeping, animal husbandry and facility management.
- Responsible for quality and curation of husbandry and animal records and data, including maintenance of ZIMS database.
- Coordinate and supervise training exchanges of technicians between Madagascar and abroad.
- Ensuring close and regular communication and alignment between Madagascar and Jersey husbandry and veterinary staff and appropriate and timely implementation of agreed measures.
- Contribute to the writing of technical and financial reports, fundraising proposals and communications materials.

This role will be based out of our Ampijoroa breeding centre in Ankarafantsika with significant travel expected to our other sites in Baly Bay National Park and Antsohihy and to Durrell's HQ in Antananarivo. Living location to be decided.

BEHAVIOURS

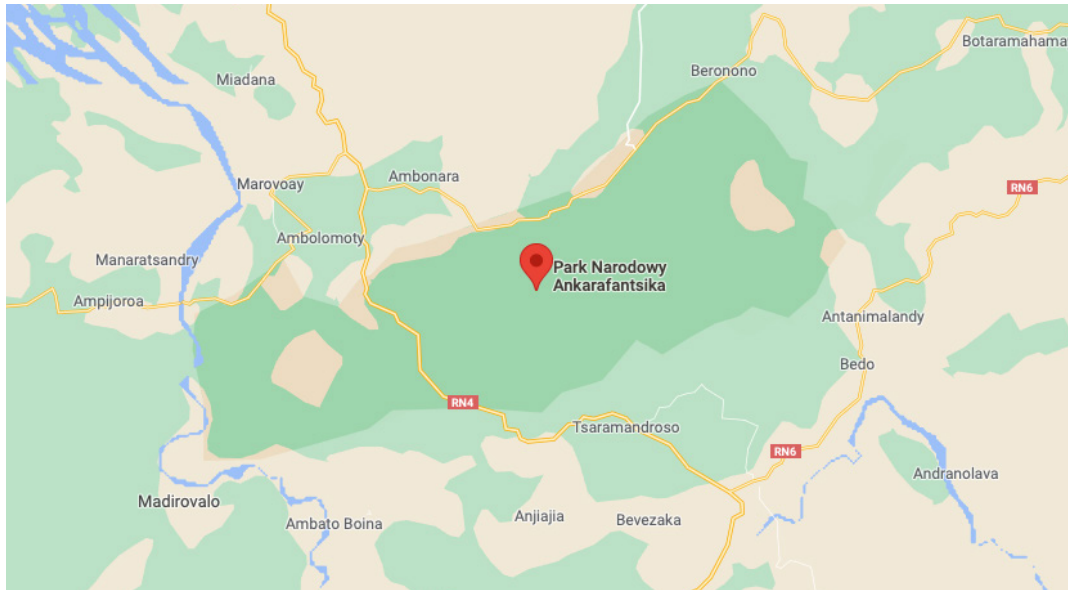
- Acts with integrity and with the best interests of the employer at all times.
- Passionate about conservation and an understanding of, and commitment to, Durrell's vision, mission and aims.
- Positive and 'can do' attitude and willingness to assist others.
- Ability to work independently but also works collaboratively with colleagues and partners.
- Ability to demonstrate initiative and work well under pressure.
- Respectful of the opinions of others and willingness to collaborate.
- Demonstrate awareness of and sensitivity to cultural, ethnic, gender and ability issues.
- Works proactively and has a determination to reach targets and excel at tasks.
- Open to adopting creative approaches and problem solving when faced with challenges and limited resources where needed.

KNOWLEDGE, SKILL AND ABILITY

- Graduate degree or equivalent in a biology/conservation/veterinary related discipline.
- Extensive practical reptile husbandry experience with a variety of applicable species.
- Proven track record with long-term tortoise husbandry and successful breeding of a variety of species.
- Understanding of basic bird husbandry, particularly wildfowl, desirable
- A logical and scientific approach to current reptile and wildfowl husbandry with very high attention to detail will be expected and necessary.
- A good understanding of quarantine and bio-security needs and procedures desirable.
- Working knowledge of ZIMS desirable.
- Excellent interpersonal skills and proven experience in effective staff/team management.
- Excellent verbal and written French and English communication skills.
- Valid car driving licence.
- Ability to live and work in Madagascar including extensive travel and time in rural settings.
- Experience of managing and developing staff.
- Financial management experience highly desirable.



OUR LOCATION



Ampijoroa breeding centre in Ankarafantsika, Madagascar

VERIFICATION

Durrell reserves the right, if operational requirements make this necessary, to vary your normal duties on either a short term or an ongoing basis provided that such variations do not result in any increase to your normal number of working hours per week. Any need to make such a variation will be discussed with you and confirmed in writing by the Human Resources Department prior to implementation.

I confirm that the contents of this job description are a true reflection of the job at today's date.

Signed: _____

Post holder

Date: _____

Signed: _____

Immediate Supervisor

Date: _____