



## JOB DESCRIPTION

# MAMMAL KEEPER



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, 1 Bartholomew Lane, London, EC2N 2AX

# 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

To work as part of the Mammals team in providing the highest standards of welfare and husbandry to the Ape collection as well as all other mammals species in your care under the direction of the Curator and Deputy Curator of Mammals. To promote the Trust's work to visitors and guests and contribute to the captive breeding and conservation of endangered species.

**MAMMAL KEEPER**  
Grading subject to experience

**DEPARTMENT**  
Mammals

**REPORTS TO**  
Team Leader

**LOCATION**  
Jersey Zoo



# KEY RESPONSIBILITIES

- 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 be involved with animal movement for veterinary procedures, animal export and enclosure movement as required.
- To be familiar with correct techniques, such as id chip implants, used to identify animals within the department, and can apply them where appropriate and permitted;
- 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 and advice 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; and to help develop new initiatives and talks to improve the visitor day;
- To have read and understood the Employee Handbook, the emergency procedures, and to act according to Durrell's values;
- To adhere to, and have extensive knowledge of prescribed safety and emergency procedures to ensure the safety of animals, fellow staff and the visiting public; and to take a leading role in emergency procedures should they be necessary;



- 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 take a leading role in 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 consistently train and develop new and existing 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, and provide guidance where appropriate;
- To deal with correspondence at the request of the Curator or Deputy Curator 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 and help proactively plan maintenance schedules.





# KNOWLEDGE, SKILLS AND ABILITIES

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

- A degree or HND in a relevant discipline (e.g. zoology, animal management) or equivalent experience in a zoo or related field desirable;
- A minimum of 2 years paid zoo experience working primarily with great apes.
- 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;
- A high level of health and fitness in order to be able to carry heavy loads and work in extreme outdoor weather conditions;
- 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;
- Positive outlook and 'can do' attitude is vital;
- Team spirited and inclusive, supportive approach;
- Experience in people management desirable;
- Extensive and demonstrable experience in animal management desirable not essential.
- Firearms experience desirable.



# TEAM ORGANOGRAM

