

JOB DESCRIPTION

CURATOR OF BIRDS



SAVING SPECIES FROM EXTINCTION | WWW.DURRELL.ORG

DURRELL WILDLIFE CONSERVATION TRUST is a Registered Charity with the Jersey Charity Commissioner, registered charity number: 1
DURRELL WILDLIFE CONSERVATION TRUST - UK is registered in England and Wales. A charitable company limited by guarantee. **REGISTERED CHARITY NUMBER** 1121989
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

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 bird 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 teach 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.

CURATOR OF BIRDS

DEPARTMENT

Animal Management

REPORTS TO

Director of Zoo Operations

LOCATION

Jersey



KEY RESPONSIBILITIES

STRATEGIC DIRECTION	75%
DAY TO DAY OPERATIONS	25%
ANIMAL CARE	If required as cover
STAFF MANAGEMENT	Yes, Deputy and Team Leaders
TRAINING	Yes, both Academy and Staff
RESEARCH	Yes, when possible

- To manage a deputy curator and team leaders who will lead the daily operations of the department
- 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
- 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
- To discuss and decide on animal behavioural, reproductive and medical problems and direct appropriate action to alleviate concerns.
- 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
- 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.
- 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.
- To specify and control correct techniques, such as ringing and id chip implants, to identify animals within the department.
- 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.
- In close co-ordination with the Director of Zoo Operations and Head of Site Services, to design and oversee enclosure renovation or modification or the construction of new enclosures.
- 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.
- 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
- 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 & fundraising team, to entertain and educate V.I.P.'s and to give interviews to and oversee media personnel,
- To manage and be responsible for all health and safety within area of responsibility
- To participate in the emergency response teams

- In close co-ordination with the Director of Zoo Operations, 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 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.
- 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.
- To investigate, propose and direct the implementation of recovery programmes in Jersey and overseas for new species to further the Trust strategy.
- To oversee all department correspondence relating to the animals, in conjunction with the Animal Registrar, including requests for information on species maintained at the Trust from studbook keepers and other institutions; 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 manage 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.
- To direct staff to train and supervise volunteers assisting in the animal collection to ensure their safety and that of the animals.
- 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.
- 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 act as the primary interface with the Veterinary Department; to identify, report and advise the Zoo Vets on health problems of the animals and to execute treatment programmes as directed by the Zoo Vets.
- 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.
- To guide the development of landscaping and planting of enclosures in consultation with the Deputy Manager of Maintenance & Landscapes to ensure horticultural, aesthetic and animal needs are met.
- To prepare proposals for improvements, redevelopments, and new developments of department facilities, including costings, drawings and plans.
- To project manage developments from conception to completion, co-ordinating with architects, contractors and other Trust departments.

MANAGEMENT DUTIES

- To meet regular with the director of zoo operations and keep updated all activities within department.
- To deputise for other curators as required
- To manage a deputy curator and assist with the management of team leaders 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 directors as required
- To support and line manage staff overseas as per specific project requirements.

MANAGEMENT DUTIES

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.



KNOWLEDGE, SKILL AND ABILITY

Qualifications

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

- A degree in zoology, biology, conservation or relevant subject
- A post graduate degree would be of advantage
- Additional skills in facilitation and workshops are desirable
- Additional experience working in the field or in bird re-introduction project would be an advantage

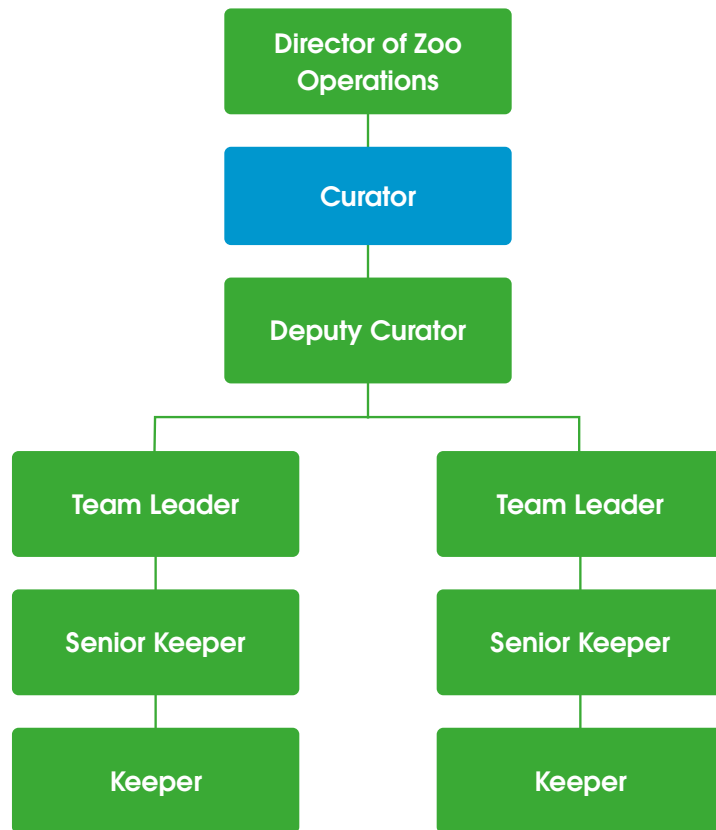
Professional Experience and Skills

- 15 years in a senior curator or head of department role within a zoological collection with experience managing teams, rotas and basic HR issues.
- Proven experience working in with birds preferably in both a captive and field setting
- Good knowledge and understanding of UK native bird conservation
- Good communication and engagement skills. The ability to share our messaging clearly and in a captivating manner is essential
- Public speaking skills essential
- The ability to write scientific articles and publications (proven publishing track record desirable)
- Experience managing studbooks and international breeding programs
- The post holder must be a team player and be able to work unsupervised in a multi-disciplinary environment.

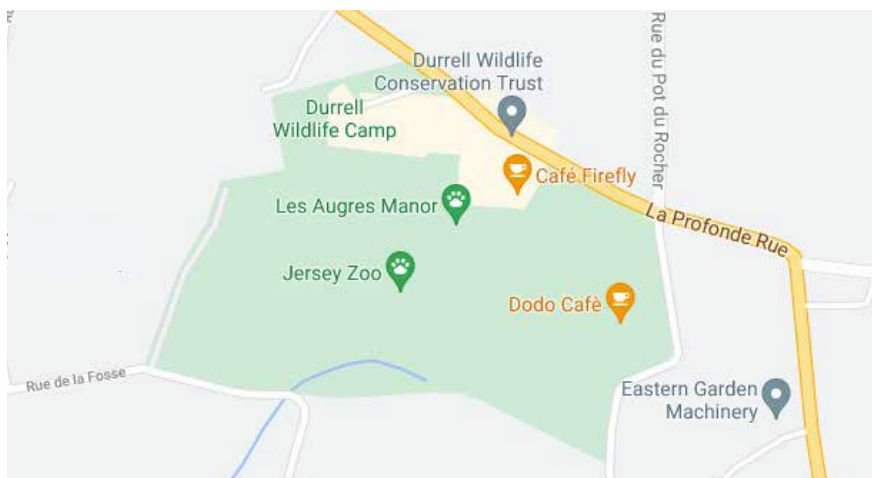
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TEAM ORGANOGRAM



OUR LOCATION



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