

## **Job Description: Head Keeper**



### **Position Overview:**

We are seeking a dynamic and experienced individual to take on the role of Head Keeper, responsible for overseeing the animal collection. The primary focus of this position is to promote exceptional animal welfare, enhance the overall animal collection, quality of our visitor's experience, and contribute to the development and growth of the zoo. For the right candidate this role will be very rewarding, with autonomy to introduce modifications, concepts and other initiatives alongside management.

### **Key Responsibilities:**

#### **1. Animal Care and Welfare:**

- Ensure the highest standards of care for all animals within the collection.
- Implement and maintain enrichment programs to support the physical and mental well-being of animals.
- Develop and implement health and nutrition plans in collaboration with veterinary staff.

#### **2. Team Leadership:**

- Recruit, train, and lead a team of dedicated keepers.
- Foster a positive and collaborative work environment.
- Provide guidance and support to ensure the team's professional development.

#### **3. Collection Development:**

- Collaborate with senior management/directors to strategize and implement plans for expanding and diversifying the animal collection.
- Research and propose new acquisitions based on conservation priorities and educational objectives.

#### **4. Education and Outreach:**

- Work closely with the other departments to develop an engaging and informative schedule for visitors.
- Participate in public presentations and media engagements to promote the zoo's conservation and educational initiatives, including animal experiences, school groups etc.

#### **5. Facility Management:**

- Oversee the design and maintenance of animal enclosures to meet the highest standards of safety and welfare.
- Collaborate with relevant departments for the construction of new exhibits and facilities.

#### **6. Duty Manager Cover:**

- In the absence of directors, assume duty manager responsibilities.
- Coordinate and manage operational aspects of the zoo, ensuring smooth day-to-day functioning.

### **Person Specification:**

#### **Education and Experience:**

- Animal Science related qualification.
- Proven experience in a senior zoo keeper or supervisory role.
- Demonstrated success in animal collection development.

#### **Skills and Abilities:**

- Strong leadership and team management skills.

- Excellent communication and interpersonal skills.
- In-depth knowledge of animal behaviour, health, and welfare.
- Ability to develop and implement enrichment programs.
<b>Qualities:</b>
- Passion for wildlife conservation and education.
- Innovative and forward-thinking approach to zoo management.
- Ability to make sound decisions under pressure.
- Flexibility to adapt to changing priorities.
<b>Additional Information:</b>
The duty manager cover is a separate salaried position, compensating for the added responsibility during the absence of directors.
<b>Rate of Pay:</b> ~£25,000-27,000
<b>Note:</b> Salary and benefits will be commensurate with experience and qualifications.

*Kindly be aware that we will be assessing applications and potentially conducting interviews throughout the advertising period. This opportunity will be closed once we identify a suitable candidate, so we encourage you to submit your applications at your earliest convenience.*