# Role Specification

Animal Keeper Student Placement

Reporting to Animal Team Leader and Senior Animal Keepers

Role Purpose

With direction from your team leader/senior keeper perform all assigned duties to ensure the smooth running of the allocated section of the Animal Collection, aiming to optimise the quality of animal welfare and visitor experience in support of RZSS’ vision and mission.

Key Dimensions

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| --- | --- |
| Business Skills | * Can use basic systems and processes * Learns new skills and applies newly acquired knowledge * Good communication skills |
| Complexity | * Follows established processes and procedures * Works to clearly defined priorities and deadlines * Performs routine activities in a structured environment |
| Autonomy | * No autonomy or decision making required * Works within clearly defined processes and direct supervision * Requires assistance when dealing with unexpected problems |

Core Responsibilities

* Help to ensure animal welfare and management is of the highest standard, taking into account relevant legislation and best practice animal management and health and safety
* Perform, to agreed standards, all aspects of a wide range of assigned tasks required for the operation of your allocated section (e.g. animal management, presentation and the visitor interface with animals)
* Assist your colleagues in creating within available resources, and in conjunction with colleagues from other departments, the best possible living and viewing environments for animal presentation
* Ensure personal compliance with RZSS’s policies, procedures and guidelines, together with all relevant regulatory and statutory requirements (e.g. assist in checking the safe condition of animal enclosures and ensure that all items requiring maintenance are reported as set out in the relevant procedures)

## Recommend to your manager cost-effective opportunities to minimise the impact of our operations on the environment

* Collate and record detailed and accurate animal records in the daily report books, to ensure accurate data is input to the ZIMS Animal Management System
* Perform other reasonable duties and projects as directed by your manager or team leader
* Demonstrate commitment to your continuous personal development (e.g. Develop a greater depth of knowledge and experience so that you may deputise in the absence of more senior keepers)

Person Specification

Technical Competencies

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| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Knowledge and understanding of Zoological legislation and best practice |  | √ |
| Knowledge and skills of good animal management, including diet |  | √ |
| Working knowledge of Microsoft office suite |  | √ |
| Speaks to people and makes presentations on animals, their welfare and care with skill and confidence |  | √ |

Behavioural Competencies

|  |  |  |  |
| --- | --- | --- | --- |
| **Competency** | **Level** | **Essential** | **Desirable** |
| Delivering Services & Experience | Perform your role to the best of your ability with enthusiasm and a positive approach | √ |  |
| Developing Talent | Take responsibility for your performance and career development | √ |  |
| Communicating | Comfortable initiating dialogue with people; communicate with care to ensure your message is understood | √ |  |
| Influencing | Influence outcomes in your role by choosing effective behaviours | √ |  |
| Gathering Information | Gather and analyse information relevant to the tasks in your role | √ |  |
| Thinking Big Picture | Think about RZSS’ mission and its implication upon your work | √ |  |

Experience

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Can demonstrate an interest in animals with some practical experience in a zoo or animal-related environment | √ |  |
| An awareness of current conservation and zoo biology and the historical perspective |  | √ |
| Basic experience of practically managing one or more animal taxonomic groups |  | √ |

Qualifications

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| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Good level of education at standard grade or equivalent qualifications (including English and Mathematics) | √ |  |
| Currently studying a zoology/biology course of some kind (HND, BSc, or MSc) | √ |  |