

POSITION DESCRIPTION

Job Title: Casual Keeper

Reports To: Animal Care Team Leader

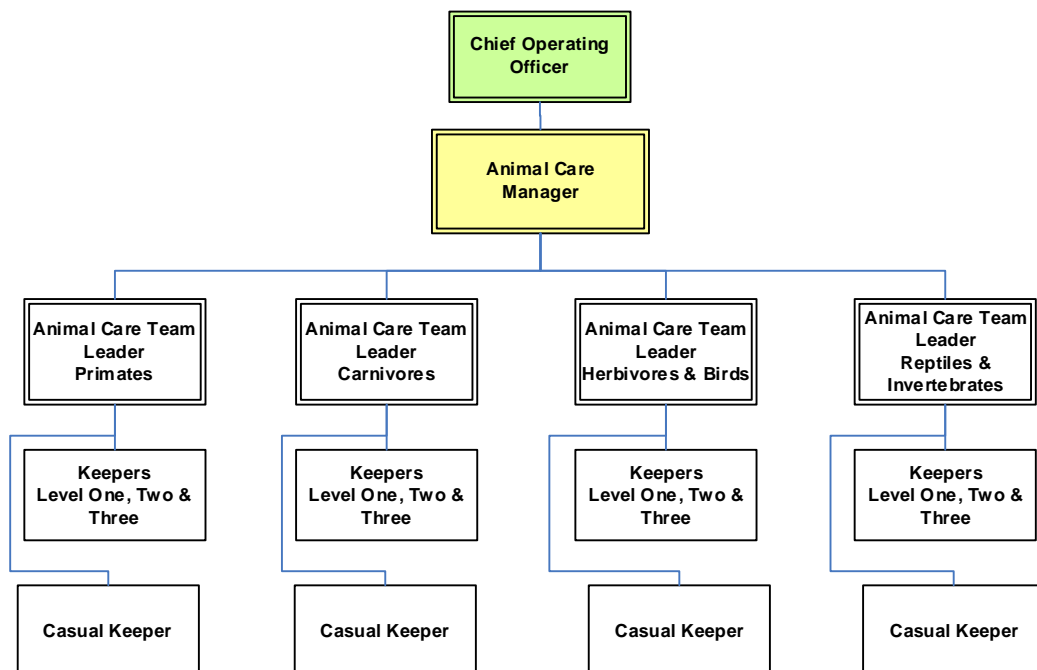
Direct Reports: Nil

Position Purpose: The purpose of this role is to provide quality animal husbandry to meet the needs of a range of animals in the Zoo's care. Working within a team of Keepers they will assist permanent staff in specific areas of responsibility within the Animal Care Team. These responsibilities may include animal husbandry, animal welfare, training, nutrition, behavioural enrichment, record keeping, professional development, health and safety, conservation and sustainability and actively living the Zoo's values.

Under the strategic direction of the Animal Care Manager (ACM) and with daily reporting and supervision provided by the relevant Animal Care Team Leader (ACTL) whilst on site, the Casual Keeper position helps support the development and implementation of new and innovative programmes, training and inspiring staff to embrace new philosophies as part of a cross-functional team. This role contributes the Zoo's strategy of being the Zoo with the biggest heart and the strategic priorities of Oranga - a healthy organisation; Whānau - our role; Tinana - our animals; Hinengaro - our purpose; and, Wairua - our community. Casual Keepers help support the permanent staff during busy periods, and/or provide cover in sickness/absence situations.

Date: May 2021

Organisational Context:



Important Functional Relationships:

External

- Zoo visitors
- Staff of the Zoo's strategic partners
- Staff of related external agencies i.e.: – MPI, DOC, EPA, ZAA
- Zoo Sponsors and Donors
- International Stud Book Keepers
- Staff from other Zoo's

Internal

- Animal Care Manager
- Animal Science Team
- The Nest Te Kōhanga Team
- Communication, Experience and Conservation Team
- Conservation Manager
- Business & Partnerships Team
- Zoo staff

The position of Casual Keeper encompasses the following functions or Key Result Areas:

- ☐ Animal Husbandry
- ☐ Animal Habitat
- ☐ Animal Records, Information & Species Planning
- ☐ Organisational Requirements
- ☐ Health and Safety and Sustainability

The requirements in the above Key Result Areas are broadly identified below:

Jobholder is accountable for

1. Animal Husbandry

- Deliver efficient and effective animal husbandry that enhances the outcomes of the Animal Care Team whilst assisting in delivering outcomes of the Zoo's Strategic Priorities.
- Assess and apply best practice husbandry to monitor and maintain exemplary animal welfare standards.

Animal Welfare

- Demonstrate an understanding of Five Domains of Animal Welfare, the WAZA Animal Welfare Strategy, the Animal Welfare Code and ZAA Animal Welfare policies
- Under direction of the relevant Team Leader complete health and welfare assessment of animals you work with.

Animal Behaviour

- Apply understanding of the behaviour, of a broad range of taxa, with the ability to monitor behaviours and suggest ways to improve welfare; implementing changes to ensure good welfare under the direction of the respective Team Leader.
- Monitor and respond to breeding animal requirements.

Animal Health Care

- Assist with delivery of medical treatments and care to animals as directed by veterinarians; understand and follow quarantine and zoonotic disease prevention protocols.
- Assist with any health care husbandry that is required by any animal on the respective section.

Animal Dietary/Nutrition Needs

- Under the direction of the relevant Team Leader, develop daily diets, with the ability to prepare and present advanced dietary requirements for differing life care, behavioural and physiological needs of animals.

Animal Environment – Physical and Mental

- Use innovative ideas to ensure the animal's environment is stimulating and supports their mental and physical welfare whilst also enhancing the image of the Zoo and the visitor experience.

Capture & Restraint

- Apply best practice in capture & restraint for multiple taxa for introductions and transfers or any other situation where this is required.

2. Animal Habitat

- Follow implemented rounds ensuring appropriate habitat maintenance, operations and containment is adhered to all times.

Enrichment

- Develop, implement, document, monitor and review stimulating animal enrichment programmes.

Training & Conditioning

- Follow, document and maintain effective conditioning/training programmes for different species.

3. Animal Records, Information & Species Planning

- Use ZIMS for maintaining accurate animal records and accessing, analysing and retrieving records.
- Apply knowledge of Zoo's species planning criteria, and the need for sustainable animal population and have ability to interpret species management and planning documents.

4. Organisational Requirements

➤ **Communication**

- Maintain effective communication with staff and visitors

➤ **Visitor Experience**

- Connect people and animals through actively engaging with our visitors and providing Animal talks and Close Encounters and Behind the Scenes Experiences that inspire and facilitate conservation action.
- Live our values through taking pride in what the Zoo does and finding ways for others to be part of it
- Ensure the Zoo is a voice to be heard through sharing knowledge and showcasing the Zoo's expertise

➤ **Conservation & Sustainability**

- Participate in agreed conservation programmes and demonstrate an understanding of the WAZA Conservation Strategy.
- Lead the way in modelling sustainable behaviours through actively promoting the Zoo's sustainability frameworks and look for the most sustainable way to perform daily work.

➤ **Strategy & Values**

- Supporting the Zoo's strategy of being the Zoo with the biggest heart and the strategic priorities of Oranga - a healthy organisation, Whānau - our role, Tinana - our animals, Hinengaro - our purpose, and Wairua - our community
- Supporting the Zoo's strategy through actively living the Zoo's values of: We punch above our weight; We have a strong green furry heart; Welcome to our wild party; We are a voice to be heard

5. Health and Safety and Sustainability

- Ensure any hazardous conditions, near misses, injuries and accidents are reported immediately to your Team Leader or ACM
- Participate in meetings, training and other health and safety activities
- Inform the Safety Improvement Team (SIT) about any areas of concern
- Meet employee responsibilities and contribute to providing a safe working environment for visitors and fellow staff through following safe working instructions and adhering to all health and safety policies and procedures set down by WZT
- Proactively contribute to a culture committed to the health and safety of our staff, visitors and volunteers
- Commitment to and delivery of the Zoo's sustainability strategy and initiatives.
- Ensuring responsibility for reduction of emissions in line with the Zoo's Toitū carbonzero targets.
- Contribute to a culture committed to health, safety and sustainability.

Note: The above performance standards are provided as a guide only. The employee will carry out duties in this job description and other reasonable instructions as required by WZT. The precise performance measures for this position will need further discussion between the jobholder and manager as part of the performance management process.

Qualifications & Experience

Experience working in a zoo keeping role or an equivalent animal-care related role. Has completed or is studying towards the National Certificate in Captive Wild Animals, Certificate in Zoo Keeping or an equivalent qualification.

Technical Skills

Animal Husbandry

- Knowledge of animal Husbandry Manuals and record keeping requirements
- Maintains high levels of husbandry by combining a number of husbandry competencies.

Animal Welfare

- Awareness of the Five Domains of Animal Welfare.
- Assists with animal welfare assessments based on Five Domains Model.
- Able to identify and report common indicators for the presence of disease, injury, compromised welfare, health or distress in animals.
- Awareness of the role of euthanasia in a zoo context.
- Awareness of the need for regular animal welfare and health assessments.
- Knowledge of methods used to measure, interpret and record animal weight, behaviour indicators, and other objective measures of animal wellbeing.

Animal Behaviour

- Ability to distinguish between normal and abnormal behaviours.
- Demonstrated knowledge of basic animal behaviour and the potential effects that may change in human care.
- Ability to record/monitor behaviour.
- Ability to identify risks or potential danger from animal behaviour to the health and safety of staff and visitors.
- Understanding the role of training and/or conditioning techniques.
- Understanding of the importance and implementation of enrichment for species and individual specific needs.

Animal Health Care

- Knowledge of basic anatomy, physiology of animals and signs of compromised health in animals.
- Can assist with collecting (non-invasive) diagnostic biological samples for veterinarians.
- Ability to learn, understand and follow quarantine and zoonotic disease prevention protocols.
- Can assist with delivering medical treatments as prescribed by the veterinarians.

Animal Dietary Needs

- Ability to prepare and present diets to animals appropriately.
- Has a basic understanding of the requirements for feeding out live food animals.
- Ability to monitor and feed back to the Team Leader on elements of behavioural dietary changes/concerns- for a species or individual.
- Ability to assist in monitoring and recording animal weight and condition body scoring.
- Has a basic understanding of how to use diet/nutrition ion enrichment and training.

Capture & Restraint

- Has an awareness of how to assist in the capture, restraint and transport of animals.
- Can use safe and humane procedures for handling, restraining and moving animals.
- Able to assist with husbandry preparations for animal introductions.
- Can assist with monitoring of transferred or introduced animals.
- Ability to maintain capture and restraint tools and equipment.
- has an awareness of how to safely use handling/restraint equipment and transport containers in accordance with manufacturers' specifications.

Animal Habitat and Environment

- Can perform daily habitat cleaning following SOPs.
- Awareness of workplace quarantine, hygiene standards; disinfectants, cleaning agents, cleaning techniques and cleaning equipment and materials.
- Can check and maintain animal safety and containment daily, promptly reporting problems.
- Maintains animal habitats; carries out routine basic maintenance and reports maintenance requirements as required.
- Ability to assist with the effective introduced species (pest) management/control procedures.
- Awareness of the species' biological and ecological requirements and the considerations in human care.

Animal Records, Information & Species Planning

- Basic understanding of the importance of animal record.
- Can collect and record animal data following professional standards, policies and procedures.

- Knowledge of ZIMS Animal Record system.
- Identify animals within our care to taxonomic family level, using distinguishing characteristics.
- Identify issues, behaviours and events requiring recording.
- Basic understanding of reproductive data using correct terminology.

Visitor Experience

- Ability to communicate to different audiences.
- Able to present Close Encounters/ Behind the Scenes Experiences, Animal Talks.

Conservation & Sustainability

- Recognise and appreciate the need to engage and facilitate community action for conservation gain onsite.
- Be aware of current community conservation campaigns and deliver priority conservation and sustainability messages as required.
- Participate in Zoo's conservation programmes.
- Ability to demonstrate sustainable practices in daily activities.

Strategy & Values

- Ability to understand and demonstrate how their work contributes to achieving strategic priorities and being the Zoo with the biggest heart.
- Demonstrates behaviours aligned with the Zoo's Values.