



SOUTH LANARKSHIRE  
Leisure & Culture

## Senior Animal Keeper Job Profile

<b>Service:</b> Museums, Libraries, Outdoor, Country Parks, Outdoor Resource Base	<b>Grade Scale:</b> Grade 3 Level 1 - 4
<b>Reports to:</b> Recreation Manager	

Purpose of Job
To manage the day to day operation of the zoo, including animal welfare and conservatory management and ensure effective implementation of SLLC's Business Plan and Strategy, through the management of resources in order to provide an excellent quality service to our customers

Key tasks and responsibilities
<ul style="list-style-type: none"><li>Develop and implement service plans to meet customer and organisational expectations and requirements.</li></ul>
<ul style="list-style-type: none"><li>Develop and implement new and innovative projects within the animal collection to increase awareness of the collection</li></ul>
<ul style="list-style-type: none"><li>Ensure the legislation requirements of the British and Irish Association of Zoo and Aquaria (BIAZA), including the legislative requirements of the Zoo License</li></ul>
<ul style="list-style-type: none"><li>Management of Health and Safety legislation</li></ul>
<ul style="list-style-type: none"><li>Prepare, implement and monitor a structured programme of events, responsible for the promotion and marketing of educational activities and events.</li></ul>
<ul style="list-style-type: none"><li>Plan, monitor and evaluate the establishment and management of animal population, animal diets and feeding regimes.</li></ul>
<ul style="list-style-type: none"><li>Management of the budget, controlling expenditure and maximising income.</li></ul>
<ul style="list-style-type: none"><li>To liaise with all areas of the business both internal and external partners, where appropriate represent the service on working groups.</li></ul>

Person Specification		
CRITERIA	ESSENTIAL	DESIRABLE
<b>Education, Qualification and Training</b>	<ul style="list-style-type: none"><li>Working towards a HND or higher in a biological or life science</li></ul>	
<b>Skills, knowledge, experience</b>	<ul style="list-style-type: none"><li>Practical experience in animal husbandry</li></ul>	<ul style="list-style-type: none"><li>Practical experience in animal husbandry within a zoo environment</li></ul>

	<ul style="list-style-type: none"> <li>• Ability to work independently</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working in an outside environment</li> <li>• Public facing experience</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Customer focused</li> <li>• Team player</li> <li>• To work in a flexible and adaptive manner</li> </ul>	
<b>Other</b>		<ul style="list-style-type: none"> <li>• Knowledge of the role of modern zoos and Education Conservation methods</li> </ul>

### Safer Recruitment Checks

As part of our approach to good practice and safer recruitment we carry out a number of pre-employment checks.

- Asylum and Immigration right to work in the UK
- Reference check: external candidates require 2 references, one of which must be your from present or most recent employer: Internal candidates require 1 reference from current line manager.
- Candidate Disclosure Check, where applicable

### Behaviour Framework

The Behaviour Framework is a set of core behaviours that defines how employees approach work to enable the delivery of key tasks for the role. The expected behaviours for this role are:

#### Own It – what can you do

- Are motivated to deliver the best possible services possible.
- Aim to get things right first time and commit to continuous improvement.
- Demonstrate fairness, inclusivity, valuing diversity and equality.
- Ensure compliance with external/internal regulations and that you and others are responsible and accountable.
- Take ownership of decisions and consider the wider implications for you, the team, and the organisation.
- See a job through to completion.
- Be accountable for outcomes good or bad.

#### Be a great team - what can you do

- Work together with colleagues and customers and take time to build effective working relationships.
- Celebrate team success and create a positive team spirit.
- Share skills and knowledge, encourage and support other in applying their ideas to working practices - helping others to help themselves.
- Encourage working together for the benefit of customers.

- Works alongside internal and external colleagues to meet common objectives.
- Actively and respectfully listens to people in order to understand them and their views.
- Contributes appropriately to team and other meetings and discussions.
- Respects diversity and promotes equality of opportunity when working with colleagues and members of the public.

#### **Do the right thing – what can you do**

- Display a positive attitude.
- Are enthusiastic in your approach to tasks.
- Lead by example through sharing your knowledge and skills with others.
- Provide support to your colleagues and team.
- Is aware of and adheres to professional codes of practice and the code of conduct and understand how these impact on employment.

#### **Be Positive - what you can do**

- Are punctual and friendly and demonstrate a positive professional attitude.
- Take pride in your own work and that of your team members.
- Understand who your customers are and why they matter.
- Are willing to go the extra mile for our customer and act upon their feedback.
- Are hospitable and make customers feel good.
- Are willing to go the extra mile for our customer.
- Put the customer first in all that you do.