



Job Vacancy Information Pack

Post: Senior Animal Ranger (Aquatics or Carnivores)

Job Reference: **EX471 (please quote on application form)**

This pack contains all the information you need to know when applying for a vacancy at Yorkshire Wildlife Park, included in the sections below:

1. Important Information
 - Useful information about the recruitment process, equal opportunities, company & departmental information.
2. How to apply
 - Accepted methods of application and how to submit.
3. Application form
 - Yorkshire Wildlife Park encourages green practices. Please reduce your ecological footprint by completing the form electronically and returning via email.
4. Job Description
 - A breakdown of the vacancy and what is expected from the successful applicant.
5. Job and Person Specification
 - A list of essential and desirable criteria for the post.

Important Information

The Organisation

Thank you for your interest in our advertised vacancy. Since its opening in 2009, Yorkshire Wildlife Park has evolved to become the UK's number 1 on-foot safari. We feature walkthrough exhibits that take the guest directly into the world of the animals. A dynamic centre for conservation and welfare, the park currently has around 400 animals across 70 different species. We aim to provide a quality, value for money experience that excites and inspires our guests.

With a 5-year masterplan in place, the park is set to expand, creating more ground-breaking animal reserves as part of a multimillion pound, unique and innovative development.



Equal Opportunities

Yorkshire Wildlife Park is committed to equal opportunities in all aspects of recruitment and employment.

Job descriptions and person specifications define the qualification, experience and other skills required for the post and will only include those factors which are necessary and justifiable on objective criteria for the satisfactory performance of the job.

As part of our commitment to equal opportunities we are monitoring job applications for equality purposes. To help us in our endeavours we ask you to complete an equal opportunities monitoring form at the end of the job application form. The equal opportunities monitoring form will be detached from your application form, stored separately and used solely to provide statistics for monitoring purposes.

Yorkshire Wildlife Park's Mission Statement

To create a dynamic, interactive experience and regional centre of excellence for the conservation of biodiversity globally and locally that is sustainable both for the environment and the business. To promote a wider understanding of the natural world and inspire generations to support and protect the world around them.

The Animal Department at Yorkshire Wildlife Park

It is the responsibility of the animal department to provide a high standard of care for the animals at the park. We achieve this by the supply of suitable diets and enrichment as well as building enclosures which are innovative in their design and offer a stimulating environment for the animals. We aim to interact with the public through talks to effectively communicate important welfare, conservation and environmental messages. The department contributes to conversation by being an active member in European breeding programmes, undertaking fundraising for in situ projects and by facilitating research within the park.

Use of Curriculum Vitae (CVs)

Our policy is to recruit and employ our employees on the basis of their suitability for the vacancy.

An application form allows us to compare individuals based on the same criteria and as such we do not accept a CV unless it is accompanied by a fully completed application form.



Shortlisting

To ensure that the people we employ are matched to the role and our business aims, we operate a robust shortlisting procedure which involves a two-stage interview process. Candidates should ensure before they apply for a position with YWP that, as a minimum, they meet the essential criteria outlined in the person specification.

Due to the volume of applications we receive, it is our policy not to inform candidates who have not been shortlisted to interview stage. If you do not hear from us within one month of the closing date, we will have decided not to take your application any further.

Pre- employment Checks

All offers of employment are made subject to the following criteria:

Proof of eligibility to work in the UK and two satisfactory references.

How to Apply

All applicants are required to fully complete the YWP application form in order to be considered for any vacancy. You should refer to the person specification when completing Section 5 of the application form as this is the criteria we use to measure you against.

Complete application forms should be returned to the HR Department by midnight of the closing date specified. Late applications will not be accepted under any circumstance.

Yorkshire Wildlife Park promotes green practices, please support us in our endeavours by completing the application form electronically and returning via email.

A CV can be used as a supportive document to the application form but cannot be used to replace any part of the application form. Applicants who have used their CV to replace parts of the application form will have their application rejected.

Complete application forms should be returned to the HR Department via email:

recruitment@yorkshirewildlifepark.com

Application Form

The YWP application form is available to download from the vacancies page of our website in pdf and word format.



Job Description

Job Title:	Senior Animal Ranger (Aquatics or Carnivores)
Reporting to:	Team Leader/ Deputy Team Leader
Department:	Animals
Qualifications:	Diploma in the Management of Zoo or Aquarium Animals (DMZAA) or degree in an animal/conservation subject area or equivalent qualification

Primary Responsibilities

Responsible for supervision of the section in the absence of the Team Leader and Deputy Team Leader. Responsible for monitoring the consistent adherence of health and safety and operational procedures. Contribute to ensuring exemplary husbandry and welfare standards for all animals within the section. To deliver our conservation education mission through public engagement and provide an excellent guest experience.

Key Work Objectives

- Ensure animals' nutritional requirements are met and that animal feeding adheres to defined dietary instructions.
- Maintain the cleanliness and hygiene of animal enclosures according to biosecurity and disease prevention protocols to minimise the risk of infectious and zoonotic diseases.
- Monitor all animals for signs of illness, injury or distress and promptly report any concerns to the team leader or deputy team leader. Administer medications as instructed.
- Ensure the adherence to health and safety standards through effective Risk Assessments and Standard Operating Procedures.
- Monitoring of the integrity of enclosures and reporting of any concerns to the Team Leader, Deputy Team Leader, Deputy Animal Manager or Animal Manager promptly.
- Responsible for the development and delivery of innovative animal demonstrations, talks and presentations to meet the Park's objectives for interpretation and informal conservation education.
- Ensure all animal records within your areas of responsibility are accurately maintained.
- Complete checks on animal health, equipment and enclosures before opening and closing and periodically throughout the day.
- Maintain and advance animal welfare including the design and implementation of enrichment and training programmes for animals on the section.
- Ensure an exemplary visitor experience for all visitors entering your areas of responsibility.
- Ensure exemplary customer service is delivered at all times.
- Responsible for maintaining a motivating, supportive and professional culture and working environment within the team.
- Train new staff and ensure they are operating at the required standard.



- Maintain high levels of professionalism, service and personal appearance.
- Undertake any other reasonable duties which may be requested of you by the management team.
- To be responsible, along with other staff members, for compliance with health and safety regulations for yourself, other staff and visitors.



Job Specification

Job Title:	Senior Animal Ranger (Aquatics or Carnivores)
Reporting to:	Section Team Leader/ Deputy Team Leader
Working Hours:	40 hours per week scheduled in accordance with business requirements. To include weekends and bank holidays as required.
Salary:	£22,479 gross, per annum
Contract:	Permanent (subject to the successful completion of a probationary period)

Main Duties & Responsibilities:

- Ensure animals' nutritional requirements are met and that animal feeding adheres to defined dietary instructions.
- Monitor all animals for signs of illness, injury or distress and promptly report any concerns to the team leader or deputy team leader. Administer medications as instructed.
- Maintain and advance animal welfare including the design and implementation of enrichment and training programmes for animals on the section.
- Ensure an exemplary visitor experience for all visitors entering your areas of responsibility.
- Responsible for maintaining a motivating, supportive and professional culture and working environment within the team.

Candidate:

- Ability to lead a team when required and provide mentorship to junior staff.
- Strong communications skills adapted to the needs of managers, colleagues and members of the public.
- Excellent time management and organisational skills.
- Demonstrated commitment and enthusiasm.
- Must be confident with the ability to work as part of a team or on your own and lead a team when required.
- Strong problem-solving skills with the ability to provide resolutions.

Start Date: As soon as possible

Closing date for applications: Sunday 15th May 2022



Person Specification

JOB TITLE: Senior Animal Ranger (Aquatics or Carnivores)

Assessment Criteria	Essential (E) Desirable (D)
Experience	
Previous experience leading a team with support	E
At least five-years' experience of working in a paid position within a licensed zoological collection	E
Experience of designing and delivering conservation education through presentations, demonstrations, talks and interpretation to zoo visitors	D
Previous experience working within a customer facing role, delivering exceptional guest care	E
Experience working with sealions, tapir, red panda and/ or otters	D
At least 2 years' experience working with category 1 species	E
Skills/Abilities:	
Ability to lead a team when required and provide mentorship to junior staff	E
Strong communications skills adapted to the needs of managers, colleagues and members of the public	E
Excellent time management and organisational skills	E
Demonstrated commitment and enthusiasm	E
Must be confident providing leadership to a team of staff	E
Must be physically competent in performing manual tasks on a daily basis	E
Strong problem-solving skills with the ability to provide resolutions	D
Knowledge:	
An in-depth knowledge of animal husbandry, welfare and enrichment	E
Ability to undertake animal training techniques and enrichment implementation	E
Ability to maintain and enhance animal reserves to maximise animal welfare, staff safety and public display	E
Working knowledge of ZIMS record keeping and operational Health and Safety best practice	D
A comprehensive working knowledge of the species within Yorkshire Wildlife Park's animal collection	D
Qualifications:	
Diploma in the Management of Zoo or Aquarium Animals (DMZAA) or a degree or equivalent qualification in an animal/ conservation subject area	E
Full UK Driving License	D