Job Vacancy Information Pack

Post: Qualified Animal Ranger

Job Reference: EX692 (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 475 animals across 60 different species. We aim to provide a quality, value for money experience that excites and inspires our guests.

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.

Each member of staff needs to research and learn about conservation issues, have a good knowledge of the animals (in situ and ex situ), the conservation projects we support, breeding programmes we are involved with, experiences we offer and how zoos and parks are organised and work. They also need to have a full knowledge of the park and its visitor facilities.

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 that 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: Qualified Animal Ranger

Reporting to: Section Head/ Deputy Section Head

Department: Animals

Qualifications: Diploma in the Management of Zoo and Aquarium Animals (DMZAA) or a degree level qualification in an animal/ conservation subject area

Primary Responsibilities

Reporting to the Section Head/ Deputy Section Head to ensure the effective operation of the Animal Department. Facilitate the fantastic health and welfare of all animals in accordance with strict health and safety protocols. Delivery of engaging and informative talks and presentations, interacting with guests wherever appropriate to facilitate an exemplary experience.

Key Work Objectives

- Feed all animals adhering to the instructions provided, ensuring that every animal's nutritional requirements are met.
- Maintain the cleanliness and upkeep of all animal enclosures and back of house areas.
- Monitor all animals for signs of illness, injury or distress and promptly report any concerns.
- Interact and engage with guests wherever appropriate to facilitate a memorable experience whilst ensuring that health and safety protocols are consistently adhered to.
- Ensure that animal record sheets and databases are kept up to date as required.
- Maintain an up to date knowledge of all RAPS (Risk Assessments and Protocols) and current operating procedures within the department.
- Promote and facilitate a memorable guest experience.
- Deliver engaging and informative presentations to audiences of all sizes throughout the day.
- Provide support and expert advice to colleagues.
- Supervise the completion of designated tasks

General

- 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: Qualified Animal Ranger

Reporting to: Section Head/ Deputy Section Head

Working Hours: 40 hours per week scheduled in accordance with business requirements (to include weekends and bank holidays)

Salary: £27,560 gross per annum

Contract: Permanent (subject to the successful completion of a probationary period)

Main Duties & Responsibilities:

- Deliver high standards of animal welfare and husbandry.
- Cleaning and maintaining enclosures.
- Ensure that all nutritional requirements are met and adhere to defined dietary instructions.
- Daily browse collection.
- Animal training and enrichment.
- Ensure that safety and emergency procedures are always followed.
- Maintain accurate animal records.
- Deliver talks and presentations throughout the day, engaging with guests wherever possible.
- Facilitate an exciting and memorable experience for our guests.
- Provide support and expert advice to colleagues.
- Supervise the completion of designated tasks.

Candidate:

- 3 years minimum working in a zoological collection.
- Proven experience working with a range of primates or carnivores species.
- Relevant qualification (see “Person Specification”).
- Good observation skills.
- Excellent interpersonal skills.
- Must be a team player with the ability to multi-task.
- Ability to communicate effectively at all levels.
- Enthusiastic and self-motivated with the ability to work well under pressure.
- To be considered, applicants must be confident in delivering talks and presentations to large audiences on a daily basis.
- Must be flexible and able to work during our peak times which include weekends, bank holidays and school holidays.

Start Date: As soon as possible

Closing date for applications: Thursday 12 November 2026

Person Specification

Job Title: Qualified Animal Ranger

Assessment Criteria	Essential (E) Desirable (D)
Experience	
Experience of providing some leadership within a team	E
Experience in delivering presentations and demonstrations to individuals, small and large audiences	E
At least 3 years' experience working in a paid position within a licensed zoological collection ***see qualifications criteria below**	E
Experience and expertise in the management of primates or carnivores	E
Previous experience working within a customer facing role, delivering exceptional customer service	E
Skills/ Abilities	
Excellent observational skills	E
Good communication skills adapted to the needs of colleagues and guests	E
Excellent time management and organisational skills	E
Demonstrated commitment and enthusiasm	E
Must be confident and capable working as part of a team or individually	E
Must be physically competent in performing manual tasks daily	E
Strong problem-solving skills with the ability to provide resolutions	D
Qualified trailer driver	D
Qualified tractor operator	D
Knowledge	
A comprehensive knowledge of animal husbandry, welfare and enrichment	E
Understanding of animal training techniques and enrichment implementation	D
Understanding of the role of zoos in conservation, education and research	D
A good working knowledge of Yorkshire Wildlife Park's animal collection	E
Qualifications	
Diploma in the Management of Zoo and Aquarium Animals (DMZAA) **At least 3 years' experience working in a paid position within a licensed zoological collection* or a degree level qualification in an animal/ conservation subject area ** At least 4 years' experience working in a paid position within a licensed zoological collection*	E
Full UK driving license	E