



## Job Vacancy Information Pack

### Post: Senior Animal Ranger (Aquatics Section)

**Job Reference: EX499 (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.

Yorkshire Wildlife Park's £50 million expansion has seen a 150-acre expansion of the existing site. This includes new animal reserves, lakes and landscaping and along with The Yorkshire Hive that has retail, restaurants and a destination hotel.

### 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 conservation 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 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](mailto: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 Section)

**Reporting to:** Team Leader/ Deputy Team Leader

**Department:** Animals

### **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. Deliver our conservation education mission through public engagement and provide an excellent guest experience.

### **Key Work Objectives**

- Ensure that 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.
- Facilitate adherence to health and safety standards through effective Risk Assessments and Standard Operating Procedures.
- Monitor the integrity of enclosures and promptly report any concerns to the Team Leader, Deputy Team Leader or Animal Manager.
- Responsible for the development and delivery of innovative animal 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, 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 and memorable experience for all guests entering your areas of responsibility.
- Responsible for maintaining a motivating, supportive and professional culture and working environment within the team.
- Train and develop new team members.

### **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

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

### **Main Duties & Responsibilities:**

- Ensure that all 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 experience for all guests 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 working as part of a team or on your own, along with providing leadership to the team when required.
- Strong problem-solving skills with the ability to provide resolutions.

**Start Date:** As soon as possible

**Closing date for applications:** Sunday 29<sup>th</sup> January 2023



## Person Specification

### Job Title: Senior Animal Ranger (Aquatics Section)

Assessment Criteria	Essential (E) Desirable (D)
<b>Experience</b>	
Previous experience leading a team with support	E
At least five-years' experience of working in a paid position within a licensed zoological collection <b>*see qualifications criteria below</b>	E
Experience and expertise in the management of small mammals such as red panda, bush dogs, maned wolf, tapir and/or sealions.	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
<b>Skills/ Abilities</b>	
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
<b>Knowledge</b>	
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
<b>Qualifications</b>	
Diploma in the Management of Zoo or Aquarium Animals (DMZAA) <i>* At least five-years' experience of working in a paid position within a licensed zoological collection required or a degree level qualification in an animal/ conservation subject area * At least six-years' experience of working in a paid position within a licensed zoological collection required</i>	E
Full UK Driving License	D