



## Grounds Warden

**Grade:** 4

**Centre:** Martin Mere

**Directorate:** Centre Operations

**Reporting to:** Aviculture & Captive Animal Manager

**Main function of the post:** To assist with all captive animal management and maintenance of the grounds and animal exhibits, including feeding birds and mammals and horticultural practice.

**Supervisory Responsibilities:** volunteers only

**Hours worked:** 37.5 hours per week to be worked on a rota basis to include weekends, bank holidays and occasional evening work.

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### Main duties of the post:

1. Assist with all daily aviculture and captive animal management tasks, including feeding and monitoring the collection.
2. Assist in the general maintenance of the enclosures and grounds, presenting them to high visual standards. This includes operating machinery and using tools for weeding, watering, mowing, pruning, pollarding and general upkeep.
3. Supervise horticultural and avicultural volunteers by working alongside them to ensure the careful weeding and management of exhibits and the correct care of the animal collection.
4. Assist with incubation and hand rearing of birds, adhering to the rigorous hygiene standards that are practiced and maintained in the Duckery
5. Assist with landscape design in the grounds.
6. Undertake public talks and walks relating to the exhibits and ensure visitors are positively engaged throughout their visit.
7. To adhere to WWT Health & Safety and site rules at all times to ensure the safety and welfare of all WWT staff, volunteers and the visiting public.
8. Attend aviculture and mammal meetings both in-house and external as required by the Aviculture & Captive Animal Manager.
9. Work closely and under the supervision of the senior aviculture warden.

10. Collate and input data into animal records systems.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the department manager.

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**Date raised:** Feb 2019

**Date Amended:** Feb 2019

# Person Specification

## 1. Qualifications

### Essential:

- Education to GCSE standard or equivalent.
- Full current driving licence.

### Desirable:

- Relevant degree in Biology, Zoology or Horticulture

## 2. Experience

### Essential:

- Zoological or Horticultural Experience
- Computer literate

### Desirable:

- Experience in avian and mammalian taxa.
- Experience in incubation techniques.
- Experience in hand rearing of waterfowl and other wetland taxa including flamingos.
- Experience in the operation of agricultural vehicles including tractors, mowers, strimmers and brush cutters.
- Certificate in the safe use of pesticides and herbicides.
- Experience in keeping animal records, including ZIMS 360

## 3. Managerial & Supervisory

### Essential:

- Allocate basic tasks to volunteers

Type of staff	Number managed or supervised
Permanent Staff	0
Volunteers/Casuals	Up to 10

## 4. Responsibility

### Essential:

- Exhibit and general grounds maintenance.
- Assist with incubation.
- Assist with hand rearing.
- Assist with pest control

## Levels of financial responsibility

Type of Responsibility	Level (£'s)
Expenditure (exc payroll)	none
Cash Handling	none
Assets (required for job, exc buildings)	none
Visitors (per annum)	200,000 visitors to the centre each year

## 5. Creative Ability

### Essential:

- Creative in finding solutions to maintenance problems through re-using and recycling materials in an economic way.
- Knowledge of various taxa of waterfowl and wetland birds along with semi aquatic mammalian species, or knowledge and experience of horticultural design.
- To deliver talks and tours to visitors in an engaging and informative way

## 6. Contact

### Essential:

- Must have an aptitude to communicate with all visitors
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- Regular contact with aviculture & captive animal manager/ other departments/ visitors

**Desirable:** Ability to work with media such as newspapers and TV, and also in-house production team, including giving interviews.