

Post: Living Collections Supervisor Amphibians

Grade: 7

Directorate: Operations

Location: Slimbridge

Reporting to: Deputy Living Collections Manager – Presentations

Main function of post: To manage and maintain WWT Slimbridge diverse amphibian collection including rare and endangered species such as Glass frogs, Gold Columbian dart frogs and Bumblebee toads.

Be responsible for the presentation and maintenance of:

- Toad Hall - overseeing the visitor experience, amphibian talks and demonstrations,
- Bio secure quarantine unit - working with the vets to keep the collection free from Cytrid.
- Two purpose built breeding rooms for tropical and temperate species – self-sustaining our captive bred collection plan through carefully controlled year round breeding.

Supervisory responsibilities: Supervising staff and volunteers. This includes ongoing training regarding husbandry requirements within all amphibian holding rooms and exhibitions.

Hours worked:

Normal working hours will be 37.5 hours a week. In addition to normal hours of work, this role is required to work those hours necessary to fulfil the requirements of the position to the satisfaction of the Trust.

Working pattern: This position is full time covering 5 out of 7 days and will require work during some evenings, weekends and public holidays to meet the needs of the post.

Main duties of the post

1. In collaboration with the Deputy Living Collections Manager for Presentations, to be responsible for writing the Slimbridge amphibian collection plan, sourcing and curating amphibian species and developing the amphibian husbandry and breeding guidelines for the trust in compliance with WWT Policies & Procedures:
 - Daily monitoring of the health of all captive animals, taking action to remedy any illness or injury.
 - Maintaining a supply of appropriate medicines and nutritional supplements.
 - Maintain appropriate isolation and quarantine facilities for all species including appropriate biosecurity of areas and disease testing of animals before they are moved into the main collection.
 - Keeping up to date records of captive animal health, stocks of materials and medicines and all treatments administered.

- To record daily checks and counts of all animals including eggs and young, and observe and record behaviors.
 - Maintain all exhibits to ensure that the animals receive the highest level of welfare possible.
2. To be responsible for the exhibit management of Toad Hall by:
 - Maintain all display tanks to a high standard including daily changes of substrate, water, plants and ensuring the wet lab is kept clean and tidy at all times.
 - Carry out regular equipment checks as well as organising replacements and fixing equipment to ensure optimal performance.
 - Monitor and review diet programs for each species as appropriate. Carry out food preparation and feeding providing the amphibians with a balanced diet.
 - To breed and maintain live cultures of key food items and deal effectively with escapes.
 - To comply with WWT Finance Policies and Procedures and department financial budgets.
 - To assist in ordering live food for Slimbridge and other WWT collections where needed.
 - Responsible for organising livestock transfers with other zoos and breeders ensuring compliance with relevant WWT Policies & Procedures.
 - Write & develop husbandry guidelines for all species kept in our amphibian collection.
 - Keep up to date on relevant knowledge to fulfill your role.
 3. To be responsible for engaging visitors and guests
 - To write & present talks about amphibian conservation and threats they face on a daily basis to support delivery of WWT Slimbridge Engagement objectives
 - Responsible for all signage and interpretation to be clear, up to date and appropriate in accordance with WWT brand and guidelines
 - Participate in media events in liaison with marketing and education departments
 4. To adhere to and ensure health and safety compliance at all times and in line with current legislation and as set out in WWT Health and Safety policy and various operating procedures and protocols.
 5. To use all machinery and tools with proper regard to safety regulations and maintenance schedules and to provide input into risk assessments for grounds/aviculture activities.
 6. To support the WWT Slimbridge Living Collection Manager and team by providing cover for and assisting with team duties as directed.
 7. To assist with the induction of work placements and volunteers.
 8. To complete grounds security and other additional duties where required

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 supervisor shown above, from time to time.

Person Specification

1. Qualifications

Essential:

- Educated to A Level or above

Desirable:

- Educated to Degree level: Zoology preferred

2. Experience

Essential:

- Extensive knowledge of amphibians and their ex situ management
- Substantial experience in care, feeding, husbandry and breeding of amphibians (reptiles, invertebrates and fish) and on the technological aspects of vivarium/aquarium maintenance
- Experience of breeding of live food.
- A passion for amphibians and a desire to pass on that enthusiasm.
- Experience of customer relations, public speaking, education, dealing with children and creative work environment.

Desirable:

- Previous experience in a zoo or visitor attraction

3. Managerial & Supervisory

Essential:

- Experience in managing the life cycle of a team member to include recruitment, appraisals and performance management including holding difficult conversations
- An ability to train, motivate and manage a team of staff and volunteers in accordance with WWT policies, procedures and standards
- An ability to explain processes effectively

Type of staff	Number managed	Number supervised
Employed Staff	0	1
Volunteers / Casual Workers	0	Up to 5
Contractors	0	0

4. Responsibility

Essential:

- Responsible for the provision and maintenance of amphibian collection displays
- Responsible for the health and welfare of amphibian collection in compliance with all relevant WWT policies and procedures
- Keep daily records and welfare checks adhering to our zoo licence guidelines

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (exc. payroll)	12k – 15k
Cash Handling	£250
Assets (required for job, exc. buildings)	£50k
Visitors (per annum)	Through well-presented exhibits, contributing to maintaining / increasing our 250,000 annual visitor target

5. Creative Ability

Essential:

- Development of husbandry guidelines & care regimes including diet programs
- Required to make decisions about changing enclosures and their furniture, when to alter feeding regimes etc.
- Required to create and deliver presentations to visitors and engaging all age groups
- Organise own work, resolving problems that arise and have a flexible approach to new challenges
- Husbandry training and guidance for staff

6. Contact

Essential:

- Excellent working relationship with WWT Living Collection Management and Veterinary Staff
 - Core visitor engagement with the general public on a daily basis through talks and customer service/presentation skills training (e.g. Crew Training, GUEST training)
 - Support other departments (eg education, marketing, facilities, administration & volunteers) with centre promotion and engagement
 - Specialist talks to a wide range of public, groups, schools and animal professionals
 - Work with other WWT centers in the promotion and conservation of amphibian species
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General Notes

This position is a 5 / 7 position that will require work during some evenings, weekends and public holidays to meet the needs of the post.

Whilst this post is based at WWT Slimbridge, some travel may be necessary therefore a current driving licence is essential as is willingness to travel to other WWT Wetland Centres.