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## Living Collections Supervisor – Avian Exhibits

**Grade: 7**

**Directorate:** Operations

**Location:** Slimbridge

**Reporting to:** Deputy Living Collections Manager – Aviculture

**Main function of post:** To manage and maintain all WWT Slimbridge avian exhibits and associated areas.

**Supervisory responsibilities:** Supervision and training of section staff, placements and volunteers.

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### Main duties of the post

1. To work in collaboration with the Living Collections Manager and the Deputy Living Collections Manager - Aviculture to deliver engaging and impactful avian exhibits by:
  - Working within a team to ensure the daily husbandry of birds in our exhibits is delivered to a high standard.
  - Ensuring the daily monitoring of the health and welfare of all captive animals within the section. Working with the vet team to report issues, medicate and monitor animal health.
  - Delivering a balanced diet for each species, monitoring and updating as required. Assist in ordering relevant feeds, maintaining stock levels as required.
  - Keeping up to date records of captive animals and their health, updating WWT documents and ZIMS.
  - Maintaining the Avian Exhibits areas to a high standard, including producing and managing job lists.
  - Assisting with animal transfers within Slimbridge and between other collections.
  - Maintaining all animals to a high standard of welfare to include designing and carrying out regular welfare assessments and quality of life assessments where appropriate.
2. To be responsible for engaging visitors and guests by:
  - Ensuring that our Avian exhibits are well presented, tidy and reach agreed standards.
  - Ensuring that all signage and interpretation is clear, up to date, and appropriate in accordance with WWT brand and guidelines.
  - Participating in media events in liaison with marketing and education departments.
3. Working closely and in cooperation with the Living Collections Supervisor – Avian Breeding,

as well as other departments.

4. To support the Deputy Living Collections Manager - Aviculture by providing cover for and assisting with team duties as directed.
5. Follow WWT pest management policies and carry out related tasks as needed, including maintenance of the perimeter fence.
6. Support and ensure the smooth operation of water systems around the site.
7. Supervision and assisting with the selection of work placements and volunteers.
8. To ensure the health, safety and wellbeing of everyone in the team by implementing WWT's health and safety policies and guidelines.
9. To ensure that the team engage and interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.

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 line manager shown above, from time to time.

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**Date raised:** October 2018

**Amended:** October 2021

# Person Specification

## 1. Qualifications

### **Essential:**

- Educated to A Level or above
- Current UK driving license

### **Desirable:**

- Educated to degree level (preferably in a zoology related subject)

## 2. Experience

### **Essential:**

- Substantial experience in care, feeding, husbandry and exhibiting birds.
- Substantial experience in managing breeding birds and rearing.
- An enthusiasm for wildlife and a desire to pass on that enthusiasm.
- Experience of customer relations, public engagement, education, dealing with children, and creative work.
- Knowledge of ZIMS.
- Previous experience in a zoo or visitor attraction.

### **Desirable:**

- Substantial knowledge of animal training and behaviour management.
- Previous experience in managing large flamingo flocks and large aviaries.
- Training in habitat management skills e.g. brush-cutter, Pa1/6.

## 3. Managerial & Supervisory

### **Essential:**

- The 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 and thoroughly.
- Excellent communication and reporting skills.

### **Desirable:**

- Experience in managing the life cycle of a team member to include recruitment, appraisals and performance management (including holding difficult conversations)

Type of staff	Number managed	Number supervised
Employed Staff	0	Up to 5
Volunteers / Casual Workers	0	Up to 10
Contractors	0	0

## 4. Responsibility

### **Essential:**

- Experience in providing and maintaining all avian exhibits.
- Experience in maintaining the health and welfare of the avian exhibits, in compliance with relevant WWT policies and procedure.
- Experience in keeping daily records and welfare checks, in adherence with zoo licensing guidelines.

### **Desirable:**

- Experience in writing and updating relevant standard operating procedures, protocols and risk assessments.

### **Levels of Responsibility:**

Type of Responsibility	Level (£'s)
Expenditure (exc. payroll)	£15k
Cash Handling	£250
Assets (required for job, exc. buildings)	£50k
Visitors (per annum)	Contribute to achieving our annual visitor target through well-presented exhibits.

## 5. Creative Ability

### **Essential:**

- Ability to create best practice guidelines including diet programs, breeding and quarantining.
- Ability to contribute to decision making, such as changing enclosures and altering feeding regimes
- Ability to be creative in the development and maintenance of engaging and inspiring exhibits.
- Ability to organise own work, resolve arising problems and have a flexible approach to new

challenges.

- An ability to confidently lead husbandry training with animals and provide guidance for staff.

## 6. Contact

### ***Essential:***

- Ability to maintain excellent working relationships with WWT Living Collections Management, Veterinary Staff and Registrar.
  - Ability to offer core visitor engagement with the general public on a daily basis through WWT's customer engagement program.
  - Ability to support other departments (such as Education, Marketing and Facilities) with centre promotion, maintenance and engagement.
  - Ability to work with other WWT centres in the promotion and conservation of key species as required.
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## General Notes

This is a full-time position based at WWT Slimbridge, on a rota basis of 5 days within 7 to include weekends and bank/public holidays (and occasional evenings). Your actual times of work will vary according to the needs of the business and you will be notified of your working rota by your Line Manager in advance.