



Living Collections Supervisor – Avian Breeding Centre

Grade: 7

Directorate: Operations

Location: Slimbridge

Reporting to: Deputy Living Collections Manager – Birds

Main function of post: To manage and maintain the WWT Slimbridge incubation and rearing unit, and off-exhibit avian support areas.

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

Main duties of the post

1. To work in collaboration with the Living Collections Manager and the Deputy Living Collections Manager – Aviculture to implement breeding plans and maintain agreed populations in support areas by:
 - Working within a team to ensure that the daily husbandry of birds in the rearing unit and support area 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 animal observations and their health, updating WWT documents and ZIMS.
 - Maintaining off-show support areas, incubation and rearing unit 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 the incubation and rearing of avian species including:
 - Planning the breeding season with the Deputy Living Collections Manager - Aviculture.
 - Managing breeding birds and nest management, with both parents and in incubators.
 - Supervising the hand and parent rearing of birds in section.
 - Following WWT rearing SOP's and implementing best practice guidelines.

3. Working closely and in cooperation with the Living Collections Supervisor – Avian Exhibits, 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 carrying 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. Assist with the selection of work placements and volunteers and supervise their training.
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.

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 breeding of birds.
- Substantial knowledge of egg management, incubation and rearing.
- An enthusiasm for wildlife and a desire to pass on that enthusiasm.
- Proven experience of multi-tasking.
- Proven experience in enclosure maintenance and population management.
- Knowledge of ZIMS.
- Previous experience in a zoo or visitor attraction.

Desirable:

- Experience in technical wildfowl species rearing e.g. stifftails.
- 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 off-exhibit breeding, rearing and support areas.
- Experience in maintaining the health and welfare of breeding, rearing and support areas, in compliance with policy 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 maintaining or increasing our annual visitor target, through breeding and maintaining populations and support to the Living Collection 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 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.
- An Ability to confidently lead in rearing and incubation 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 work closely with other WWT centres on animal transfers in and out of the support areas.
 - Ability to support other departments (such as Education, Marketing and Facilities) with centre promotion, maintenance and engagement.
 - Ability to give specialist talks to a wide range of visitors, groups, schools and animal professionals.
 - Ability to work with other WWT centres in the promotion and conservation of key species as required.
-

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.