



### Animal Presentations Manager

**Grade:**

**Directorate:** Operations

**Location:** WWT Slimbridge Wetland Centre

**Reporting to:** Living Collections Manager

**Main function of post:** To develop, manage, deliver and maintain WWT Slimbridge's engaging animal presentations & demonstrations.

**Management responsibilities:**

- The post holder will be responsible for a team of animal presenters, supervisors and assistants. They will also be responsible for a bank of volunteers. During the first 12 months there will be no direct line management responsibilities as we work towards creating new exhibits as part of the Slimbridge 2020 project. Line management responsibilities will be a requirement of the role once the exhibits start to come on line.

**Hours worked:** 37.5hrs per week

**Working pattern:** 37.5 hours per week to be worked on a rota basis to include weekends and bank holidays, in line with business requirements

This is a fixed term contract with the potential for permanent placement upon successful funding of the Slimbridge 2020 project.

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### Main duties of the post

- To be responsible for the presentation of the Living Wetland Theatre, British Wetland Aviary, People & Wildfowl, Conservation in Action, Back from the Brink and Tundra exhibits – overseeing the visitor experience, talks and demonstrations, maintenance, grounds keeping and animal husbandry.
- To be responsible for overseeing the training and husbandry needs of the presentation and demonstration animals, ensuring ongoing training of designated birds.
- To design, write and present talks for the living wetland theatre which support the delivery of WWT Slimbridge engagement activities

- To mentor, coach and develop a team to train the animals and deliver engaging presentations that are immersive and educational
- To promote WWT through participation in media events in liaison with marketing and education departments
- To be responsible for the exhibit breeding programme – working with the Living Collection Manager to produce a self-sustaining collection plan for all exhibits
- To ensure that the health of the living collection within the section is of the highest standard including health monitoring, designing and maintaining isolation and quarantine facilities, Zims record keeping, daily counts and monitoring and recording behaviour.
- To work with the Living Collection Manager and WWT Head of Living Collection to plan, source and curate stock and develop husbandry and breeding guidelines for the trust in compliance with WWT Policies and Procedures
- Produce risk assessments and safe operating procedures ensuring safe working practices are maintained.
- To use all machinery and tools with proper regard to safety regulations, appropriate training and maintenance schedules
- To support the Living Collection Manager and team by providing cover and support as directed and act as part of the duty manager rota

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.

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**Date raised: Feb 2017**

**Amended:**

# Person Specification

## 1. Qualifications

### **Essential:**

- Educated to A level standard or equivalent
- Full current driving license
- Animal management qualification

### **Desirable:**

- Educated to Degree level: Zoology preferred

## 2. Experience

### **Essential:**

- Practical experience at management or supervisory level
- Demonstrable skill and experience in bird training techniques
- Substantial experience in large scale presentations
- Substantial experience in care, feeding, husbandry and breeding of birds, mammals or amphibians
- Experience of customer relations, public speaking, education, dealing with children and creative work
- Knowledge of UK legislation relating to zoo practice and animal welfare
- Experience of managing and supervising staff & volunteers
- Experience of budget management
- IT skills, especially MS Excel, Outlook & Word

### **Desirable:**

- Previous experience in a zoo or visitor attraction

## 3. Managerial & Supervisory

### **Essential:**

- To line manage the presentations
- An ability to inspire and motivate the team
- To set staff targets, goals and objectives
- An ability to work flexibly and on occasions to tight timescales
- Ability to explain processes
- Train staff and volunteers to ensure that a high level of care is given at all times

| Type of staff  | Number managed                     | Number supervised |
|----------------|------------------------------------|-------------------|
| Employed Staff | To be decided after funding agreed |                   |

|                             |   |   |
|-----------------------------|---|---|
| Volunteers / Casual Workers |   |   |
| Contractors                 | 0 | 0 |

## 4. Responsibility

### **Essential:**

- Responsible for the provision and maintenance of section exhibits
- Responsible for the health and welfare of living collection stock in compliance with all relevant WWT policies and procedures
- Develop husbandry guidelines for living collection, breeding and quarantine
- Keep daily records and welfare checks adhering to our zoo license guidelines
- An ability to act independently but also as a senior team member
- To be a proactive team member and contribute to the centre management team
- A good understanding of budget control and setting

### **Levels of Responsibility:**

| Type of Responsibility                    | Level (£'s)   |
|---|---|
| Expenditure (exc. payroll)                | 50K   |
| Cash Handling                             | £0  |
| Assets (required for job, exc. buildings) | £200k   |
| Visitors (per annum)                      | Through well-presented exhibits, contributing to maintaining / increasing our 250,000 annual visitor target |

## 5. Creative Ability

### **Essential:**

- Ability to originate ideas and bring creative thought to bear is an essential job requirement especially with regard to involvement in the development and implementation of the Living Collection Plan and the design and delivery of events and public engagement activities
- 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 be creative in delivering 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
- An enthusiastic approach and a desire to pass on that enthusiasm is essential

## 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, presentations and GUEST customer service program.
  - Support other departments (e.g. education, marketing, facilities, administration & volunteers) with centre promotion and engagement
  - Specialist talks to a wide range of public, groups, schools and animal professionals
  - Ability to lead and motivate diverse staff and volunteer force
  - Liaise / manage contractors working in the grounds
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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 your working rota will be notified to you by your Line Manager in advance.

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.