

**Post:** Conservation Breeding Aviculturist

**Grade:** 5

**Directorate:** Conservation Programmes

**Location:** HQ (Slimbridge)

**Reporting to:** Head of Conservation Breeding

**Main function of post:** To assist with the day-to-day management of captive bird populations (spoon-billed sandpiper and Baer's pochard and other species) in WWT's Conservation Breeding programmes and maintenance of Conservation Breeding facilities, equipment and related infrastructure.

**Supervisory responsibilities:** volunteers and students

**Hours worked:** 37.5 hours per week with considerable flexibility required during breeding seasons and fieldwork periods.

**Working pattern:** five days out of seven including weekends and bank holidays.

This is a five-month fixed-term contract.

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### Main duties of the post

- To assist caring for the captive populations that are part of WWT's Conservation Breeding programmes at WWT Slimbridge ensuring that the five provisions for animal care are met, these being:
  - Provision of food and water
  - Provision of a suitable environment
  - Provision of animal health care
  - Provision of opportunity to express most normal behaviour
  - Provision of protection from fear and distress

in accordance with agreed protocols and procedures.

- To assist with the maintenance of the Conservation Breeding Unit's facilities, equipment and associated infrastructure and land to agreed standards including implementation of rigorous biosecurity measures and ensuring the relevant facilities maintain Balai status. Conservation Breeding Unit facilities at present include:

- Balai Approved “Crane School” and Quarantine Station facilities,
  - Spoon-billed sandpiper wintering facility and breeding enclosures,
  - Black-tailed godwit facilities, and
  - All associated land and supporting infrastructure.
- To assist with trials of new techniques and equipment, and when necessary, the creation of new enclosures and infrastructure at WWT Slimbridge to further the success of WWT’s Conservation Breeding programmes.
  - To assist with and occasionally be responsible for the daily collection and storage and analyses of data on individual birds as well as environmental conditions and husbandry activities using paper and electronic record-keeping systems.
  - To contribute to WWT’s communications systems and processes as necessary, including blogs, media interviews, popular articles, commentated feeds, and guided tours for funders and partners.
  - To assist with and occasionally be responsible for the safe storage of equipment and materials, ensuring Conservation Breeding facilities are well-stocked and budget targets are met.
  - To always ensure that Conservation Breeding Unit activities and facilities at WWT Slimbridge comply with relevant regulations and Health & Safety policies, and that training records and risk assessments are up to date and accessible.

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:** 6<sup>th</sup> March 2018

**Amended:**

# Person Specification

## 1. Qualifications

### ***Essential:***

- Good basic education to a minimum of A Level standard or equivalent
- A valid driver's licence and safe driving record
- Detailed knowledge & understanding of animal husbandry

### ***Desirable:***

- BSc in a biological or related discipline
- First aid
- PA1 and PA6 spraying certificates
- Tractor driving certificates
- Brush cutter/ strimmer certificates

## 2. Experience

### ***Essential:***

- Demonstrable experience in the management of captive animals, in particular waterbird aviculture
- Ability to prioritise and resolve issues in a timely manner with priority focus on animal welfare
- Good IT skills including competency with common Microsoft Office programs
- Clear concise communicator at all levels both verbally and written

### ***Desirable***

- Experience of successful artificial incubation of birds' eggs and the hand-raising of hatchlings
- Experience of working in a biosecure environment
- Experience of implementing effective, legal and humane pest control techniques
- Experience using horticultural machinery (brush cutters, mowers, etc.)
- Experience of working on conservation projects
- Experience supervising staff and/or volunteers
- Experience communicating to different audiences

### 3. Managerial & Supervisory

**Essential**

- Ability to supervise groups of volunteers and allocate tasks and duties as required

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

### 4. Responsibility

**Essential:**

- Ability to implement strict protocols for animal management and site security
- Ability to work independently and with professional competence
- Ability to supervise contractors when necessary
- Ability to maintain animal husbandry records
- Ability to follow Health & Safety guidance

**Levels of Responsibility:**

Type of Responsibility	Level (£'s)
Expenditure (exc. payroll)	0
Cash Handling	0
Assets (required for job, exc. buildings)	15,000
Visitors (per annum)	10

### 5. Creative Ability

**Essential:**

- Ability to problem solve and bring creative thought to bear, especially on avicultural issues.

## 6. Contact

### ***Essential:***

- Clear concise communicator at all levels both verbally and written (English language)
- Ability to liaise easily with a diverse variety of stakeholders including other WWT directorates, contractors and funders
- Ability to work in multi-partner and multi-disciplinary projects maintaining good relationships with all parties
- Ability to work effectively as part of a team as well as alone
- Ability to make effective decisions regarding captive animal management

### ***Desirable:***

- Ability to give presentations to different audiences
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## General Notes

This position will from time to time require work during some evenings and the normal working week will include Saturdays and Sundays, and public holidays to meet the needs of the post.

Whilst this post is based at WWT Slimbridge, a current driving licence is essential to meet the needs of this post.