



## Job Description

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**Post:** Veterinary & Wildlife Health Officer (maternity cover)

**Grade:** 9

**Centre:** HQ

**Directorate:** Centre Developments

**Reporting to:** Director Centre Developments

**Main function of the post:** To be responsible for health care provision for non-avian taxa and to assist with the implementation of avian disease control and management actions at all WWT's zoo licensed centres. In particular, to deliver veterinary inspections at six WWT centres and to determine and advise on WWT's compliance with the Zoo Licensing Act 1981. To assist with the delivery of projects within WWT's Wildlife Health Programme by conducting applied conservation and policy-relevant research and surveillance.

**Supervisory Responsibility:** Project staff, students and volunteers

**Hours worked:** 37.5 hours per week, full-time. 11 month fixed-term contract from April 2012 to March 2013

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### **Main duties of the post:**

#### **Day-to-day Veterinary Duties of Post:**

1. Keep up to date health care plans for non-avian taxa exhibited at all WWT centres
2. To conduct effective quarantine and/or testing procedures for incoming captive animals to ensure health of collection, prevent spread of disease, and comply with government regulations
3. To regularly conduct scheduled immunisation and preventive care programmes to maintain health of non-avian taxa and guard against communicable diseases
4. To provide diagnoses of diseases and injuries and to recommend treatments for non-avian taxa exhibited at all WWT centres, determining surgical or medical requirements. If necessary, to provide immediate medical attention to diseased or injured animals
5. To provide advice on biosecurity and sanitation measures and general care to promote health of animals for all new avian and non-avian animal exhibits
6. To support compliance with standards required to achieve zoo licence renewals at WWT centres holding captive animals. To include implementation of an ongoing auditing system and pre-inspection assessment and appraisal

7. To conduct, each year, up to two full veterinary inspections visits to WWT Arundel, Castle Espie, Llanelli, London and Washington centres and up to four at WWT Martin Mere to ensure compliance with the Zoo Licensing Act 1981
8. To purchase veterinary drugs and to advise on drug treatments for WWT Arundel, Castle Espie, Martin Mere, Llanelli, London and Washington and Slimbridge centres
9. With WWT's Animal Health Officer, to undertake planning and delivery of avian health care programmes across all Centres with captive animals
10. With WWT's Animal Health Officer, to undertake changes to avian prophylaxis routines and on actions precipitated by post mortem findings
11. To participate in planning and execution of nutrition and reproduction programmes for all animals
12. To assist with avian *post mortem* studies and analyses
13. To cooperate with external zoo personnel in the exchange of information concerning care of animals and to assist with the arrangements for transfer or trade of animals

#### **Day-to-day Wildlife Health Duties of Post:**

14. To collect and conduct laboratory analyses of samples from free-living wetland species as part of health monitoring programmes
15. To investigate impact of disease on wild populations by analysis of health parameters in relation to survival and productivity data
16. To conduct specific research, surveillance, veterinary care and advice on specific wetland species projects including lead poisoning and projects managed by the Conservation Breeding Unit.

#### **Programme, Project and Personnel Management**

17. To assist with the implementation and management of WWT's Captive Animal Management and Wildlife Health Programme
18. To be the nominated approved vet for Balai registration of WWT Centres
19. To be responsible for implementing all WWT systems and procedures for certain individual Projects within the Captive Animal Management Programme and Wildlife Health Programme including health and safety, and environmental management.

#### **Communications**

20. To submit scientific papers and ensure that all scientific outputs are of the highest quality and that levels are maintained/increased (e.g. through publication in audience-appropriate peer-reviewed journals and/or reports for funding bodies)

21. To promote and communicate the work of WWT's Captive Animal Management Programme and Wildlife Health Programme internally and externally, including regular features and news items for WWT's Waterlife magazine, and via input to the WWT website and intranet
22. To provide conservation and scientific information as required to all WWT centres and departments, both in terms of advice and on a regular basis for use in centre-based initiatives of WWT activities
23. To contribute to WWT's press and media work, and to answering enquiries from students and members of the general public

### **Budgets and Fundraising**

24. To assist with the development of external funding bids for the Wildlife Health Programme and its Projects
25. To assist in the setting of the Captive Animal Management Programmes and Wildlife Health budgets
26. To maximise the cost-effectiveness of WWT's Captive Animal Management and Wildlife Health Programmes through collaboration with relevant bodies.

WWT operates seven centres which exhibit captive collections of animals and are licensed as zoos under the Zoo Licensing Act 1981. This position will ensure WWT complies with zoo legislation by implementing an auditing system and by providing routine advisory visits to assess disease prophylaxis at six centres. With wildlife health as an increasingly important aspect of conservation biology, this position will support the on-going investigation of the impact of diseases on free-living wetland biodiversity. This work is conducted within the Species Conservation Unit in the Conservations Programmes Directorate. Moreover, the position will help in health aspects of captive animal management, this work being conducted within the Centre Developments Directorate.

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:** May 2011

**Date Amended:** February 2012

## **Person Specification**

### **1. Qualifications**

#### **Essential:**

- Degree in Veterinary Science or equivalent qualification recognised by the BVA

#### **Desirable:**

- Higher Degree in conservation biology or wildlife health
- Current or previous Home Office personal licence holder

### **2. Experience**

#### **Essential:**

- Experience as a practicing vet with specific experience of avian and mammal health issues
- Practical fieldwork skills and experience
- Report and scientific paper writing
- Computer literacy – ability to work with Ms office and specialist packages
- Experience of project and personnel management and administration
- Well developed time management and prioritisation skills
- Ability to work in multi-disciplinary teams

#### **Desirable:**

- Veterinary zoo inspection role
- Experience as a practicing vet with amphibian health issues
- Laboratory animal health diagnostic skills gained in a working environment
- Well developed time management and prioritization skills
- Publications record
- Up to date knowledge of national and international conservation issues

### **3. Managerial & Supervisory**

#### **Essential:**

- Responsible for advice in relation to captive animal health management and zoo licencing legislation at centres

| <b>Type of staff</b>        | <b>Number managed or supervised</b> |
|-----------------------------|-------------------------------------|
| Permanent Staff             | 0                                   |
| Supervised / Managed        | 0                                   |
| Volunteers / Casual Workers | 0                                   |

#### **Desirable:**

- Ability to motivate centre staff with a diverse skill and experience base

### **4. Responsibility**

#### **Essential:**

- Health care of captive animals (*of high asset and image value*)

- Veterinary inspection/zoo licence compliance (*of potential risk of centre closure*)
- Ability to work on his/her own initiative

### **Levels of financial responsibility**

| <b>Type of Responsibility</b>            | <b>Level</b> |
|--|--------------|
| Expenditure (exc payroll)                | Up to 10K    |
| Cash Handling                            | N/A          |
| Assets (required for job, exc buildings) | Up to £200K  |
| Visitors (per annum)                     | N/A          |

#### **Desirable:**

- Promotion through external advice and publications

### **5. Creative Ability**

#### **Essential:**

- Creative thinker who researches, develops and implements innovative methods and ideas depending on situation
- Ability to apply specialist knowledge to different situations
- Ability to make decisions in pressured situations, often with potential loss of captive animals and exhibits

### **6. Contact**

#### **Essential:**

- Excellent communication and media skills
- Good networking abilities
- Ability to communicate with staff at all levels in the organization and across all centres
- Ability to communicate effectively with scientists, other veterinary officers and government officials

### **General Notes**

This is a full-time fixed term position, which will from time to time; require work during some evenings, weekends and public holidays to meet the needs of the post.

A current driving licence is essential as travel to other WWT locations is a requirement of the post.