



Marwell
Wildlife

Zoo Veterinarian
Candidate Brief

Background

Join our vibrant organisation!

As an action oriented conservation charity, Marwell Wildlife's desire is to connect people with nature. Through enthusing people about the wonders of the natural world we're certain they'll share our passion to conserve it. Our success relies on two key things. The impression we create through our 140 acre zoological park, Marwell Zoo, with its wide array of exotic and endangered species, and also the family of talented people we employ, who share our passion and bring our vision to life.

We engage with over 42,000 children and young people through our conservation educational programmes, and welcome over 500,000 visitors each year. In every contact we seek to encourage understanding, and inspire care for the natural world.

Vision

Living in balance with nature.

Mission

Marwell Wildlife is dedicated to the conservation of biodiversity and other natural resources.

Aims

- Conserve species and their habitats, locally and globally
- Inspire care for the natural world
- Undertake and share results of scientific studies
- Improve our environmental performance and promote sustainable living

Organisational Goals

- Delivering our conservation framework through the zoo and international work
- Growing our business by investing wisely and operating efficiently
- Living our vibrant organisation with enthusiastic people focused on shared goals

Values

Warm, welcoming, wise and contemporary

When we recruit we place equal emphasis on exceptional technical ability and personal characteristics to match our brand values.

The Zoo Veterinarian undertakes a key role within the Marwell family. If you are excited by the opportunity to join us read on....

Zoo Veterinarian

Role Profile

Job Title: Zoo Veterinarian

Salary: On application (please contact Amy Griffiths, HR Officer on 01962 777926)

Benefits: Pension at 5%, 31 days annual leave inc Bank Holidays

Hours: 40 hours per week. Out of hours emergency cover 1 weekend in 3 with a day off in lieu.

Location: Marwell Wildlife

Reports to: Head of Veterinary Services

Management: Interns as required.

Role Purpose and Role Dimensions:

- Provide veterinary care to collection animals
- Promote high standards of animal welfare
- Promote high standards of preventative health care, biosecurity and disease surveillance
- Continue the development of veterinary services at Marwell in conjunction with the Head of Veterinary Services
- Provide day-to-day veterinary care
- Continue the development of the preventative health care programme
- Ensure the biosecurity of the collection
- Ensure the highest standards of animal welfare in the collection
- Ensure Marwell complies with all legislation related to veterinary issues, including health and safety
- Contribute to park-wide and Marwell Wildlife projects and events as required
- Support staff learning and development and student education programmes

Key Internal Contacts

- Head of Veterinary Services
- Veterinary Nurse
- Animal Team

Key External Contacts

- External veterinary practices
- University researchers and representatives
- Zoo veterinary community

The Role

- Maintain a high standard of veterinary care for Marwell's animal collection
- Identify with and contribute to Marwell's brand values, mission and charitable objectives
- Collaborate and develop effective working relationships with other Marwell staff especially in the Animal team
- Adhere to and promote health and safety policies and procedures, identify hazards and undertake appropriate risk assessments as necessary
- Provide primary care for invertebrates, fish, herptiles, avian and mammalian species with support from the Head of Veterinary Services and external veterinary practices
- Undertake post mortem examinations for collection animals, with support from external laboratories
- Continue the development of the preventative health care programmes including vaccination and parasite management
- Ensure comprehensive medical records are maintained
- Assist with in-house parasite screening programme in line with parasite management protocols
- Support Marwell's husbandry programmes
- Use and develop anaesthesia techniques in line with best practice
- Develop and review emergency response protocols, including animal escape, and take part in regular practice events
- Facilitate the collection's imports and exports
- Ensure Marwell Wildlife is up-to-date and compliant with all relevant current legislation
- Provide the training and development of staff, particularly with respect to zoonotic disease
- Communicate with zoo veterinary profession through professional development and peer-reviewed publications
- Collaborate with external stakeholders and peers
- Support Marwell's external projects

The Candidate

Qualifications & Experience

Essential

- Member of the Royal College of Veterinary Surgeons
- An RCVS recognised veterinary degree or equivalent
- Basic understanding of health and safety requirements
- Significant experience as a practising veterinary surgeon
- Knowledge of all taxonomic groups
- Experience with current anaesthetic techniques and knowledge of anaesthetic equipment
- Ability to undertake basic laboratory procedures in-house
- A full driving licence valid for the UK is required for on and off site usage of organisational vehicles

Desirable

- Post graduate qualification in zoo medicine or equivalent
- Experience of use and maintenance of Dan-inject, or other, remote chemical immobilisation systems
- Produced peer-reviewed publications or presentations
- Practical experience in zoo, wildlife or exotic pet medicine
- Exhibit knowledge of disease risk analysis and its application with respect to bio security measures
- Have an understanding of zoo enclosure design and animal housing

Attributes

- Enthusiasm and a capacity to communicate that to others
- Competent Word and Excel skills and basic budget management skills
- Clear and effective written and oral communication
- Effective and appropriate decision making skills
- Good organisation and time management skills
- Attention to detail without losing sight of the bigger picture
- Capacity to inspire trust and confidence in others
- Ability to take the lead but also work within a team

Our Brand Values

Our brand is underpinned by four values which are intrinsic to both our outlook and behaviour. It is these values that define our approach to the development of our staff. These values represent a “tone of voice” which is a core part of our brand identity, and one which should resonate through every contact, whether with colleagues, guests, local communities or business contacts.

Warm

‘Enthusiastic, affectionate, kind and supportive’.

This is ‘**how we give**’ to others. Being warm means showing a genuine interest in other people. Active listening and open, positive body language are key to this. As a charity we respect diversity and cultural sensitivity and are thoughtful, nurturing and concerned about the welfare of others.

Welcoming

‘Cheerfully receiving, bringing pleasure to those we greet’.

This is ‘**how we receive**’ others. Being welcoming means that we are inclusive in what we do. We share our knowledge and skills with others, whilst respecting their opinions and the pressures they might face. Compassion and empathy are at the heart of this.

Wise

‘Showing experience and good judgement’.

This is how we use our expertise. We need to harness our considerable skills and knowledge in adapting and shaping our outlook. This means reflecting on our experience whilst taking the initiative and responsibility to drive forward the development of our organisation, its people and our charitable objectives.

Contemporary

‘Up to date and current, compatible and relevant to society and present thinking’.

Being responsive, and open to change and new ideas will help ensure that we remain relevant to society and at the cutting edge of present-day thinking. We must constantly review what we do, and have the confidence to commit to ongoing change and development.