

## **Zookeeper – Full Time**

### **Zoodoo Zoo, Tasmania**

Remuneration \$49,000 - \$55,000 (which includes weekend/Public Holiday penalty rates)

Zoodoo Zoo is located in the beautiful Coal River Valley, situated just outside of the historic town of Richmond and just 40 minutes from Hobart. Aside from being startlingly beautiful, Hobart is known for its great food, fascinating arts and culture scene, and friendly locals. Tasmania has landscapes on an epic scale with panoramic vistas and of course amazing wildlife is never far away.

At Zoodoo Zoo we are implementing our new vision which includes you! We aim to become one of Tasmania's leading attractions whilst providing a service to both our own community and society at large by aligning with the World Zoo and Aquarium Associations (WAZA) vision where zoos and aquariums maximize their conservation impact and are at the fore-front of conservation efforts and Social Change for Conservation. Zoodoo currently financially supports a number of in-situ conservation programs, and we are committed to expanding our conservation partnerships.

A copy of our strategic plan can be found here: [https://www.zoodoo.com.au/assets/doc/Zoodoo-Strategic-Plan\\_v11\\_email.pdf](https://www.zoodoo.com.au/assets/doc/Zoodoo-Strategic-Plan_v11_email.pdf)

We are looking for suitable people to join our team of experienced, supportive and motivated staff to grow our team of passionate and skilled people to inspire guests to connect with nature and wildlife, uphold highest standards of animal management and husbandry and become part of the fabric of our local community through a variety of engagement strategies, advocacy and conservation endeavours. All members of our crew work towards the zoo achieving this common goal by contributing towards the overall success of the organization.

Zoodoo's animal collection will continue to grow as we realise our vision. Currently we display a mix of exotic and native mammals, birds and reptiles including big cats, primates, ungulates, macropods, wombats and dasyurids. We have a large barnyard of rare breeds, and bird species with a Tasmanian focus. This zookeeping role will provide ongoing care for these animals and will be in the exciting position of joining us as we grow the organisation. Being a smaller zoo means that our keepers get to pitch in and be involved in any projects and contribute to all aspects of animal care and management.

### **About You:**

Applicants will be required to meet the following criteria:

- Demonstrated experience working with animals in a zoo or wildlife park or similar, in particular hoof-stock.
- Completed or is studying towards the Captive Animals certificate 3 or equivalent or has a Science-based University degree (preferably in Zoology) or has sufficient appropriate experience to equate to formal coursework.
- Confident public speaker
- Demonstrated ability to make effective and efficient use of allocated resources.
- Fit, active and able to meet the physical requirements of this job.
- Demonstrated ability to plan working day including scoping out length and difficulty of tasks, working to schedules, anticipating, and adjusting for problems and roadblocks.
- Self-motivated with initiative and able to work with minimal supervision.
- A proactive problem solver who takes great pride in their work.
- Excellent time management skills and the ability to effectively manage multiple

requests and priorities.

- Computer skills with proficiency in using Microsoft Office applications.
- Excellent communication skills.
- Co-operative enthusiastic team player.
- An ability to relate well to all kinds of people and develop constructive and effective relationships.
- Knowledge and experience of Worksafe safety practices and procedures.
- Working with vulnerable people card (or commitment to acquiring one pre-employment).
- Hold (or is eligible to acquire) a current Tasmanian Drivers Licence (Manual is essential).

#### How to Apply

email your CV and cover letter and the contacts information for **TWO RECENT EMPLOYER REFEREES** with the position title in the subject line to [recruitment@zoodoo.com.au](mailto:recruitment@zoodoo.com.au) Outline your suitability **in specific relation to the essential requirements and duties** described in the attached position description. Only applicants successful in progressing to the next stage of selection will be contacted. The position will remain open until filled.

# Zoodoo Zoo

## Position Description

**Job Title:** Zookeeper

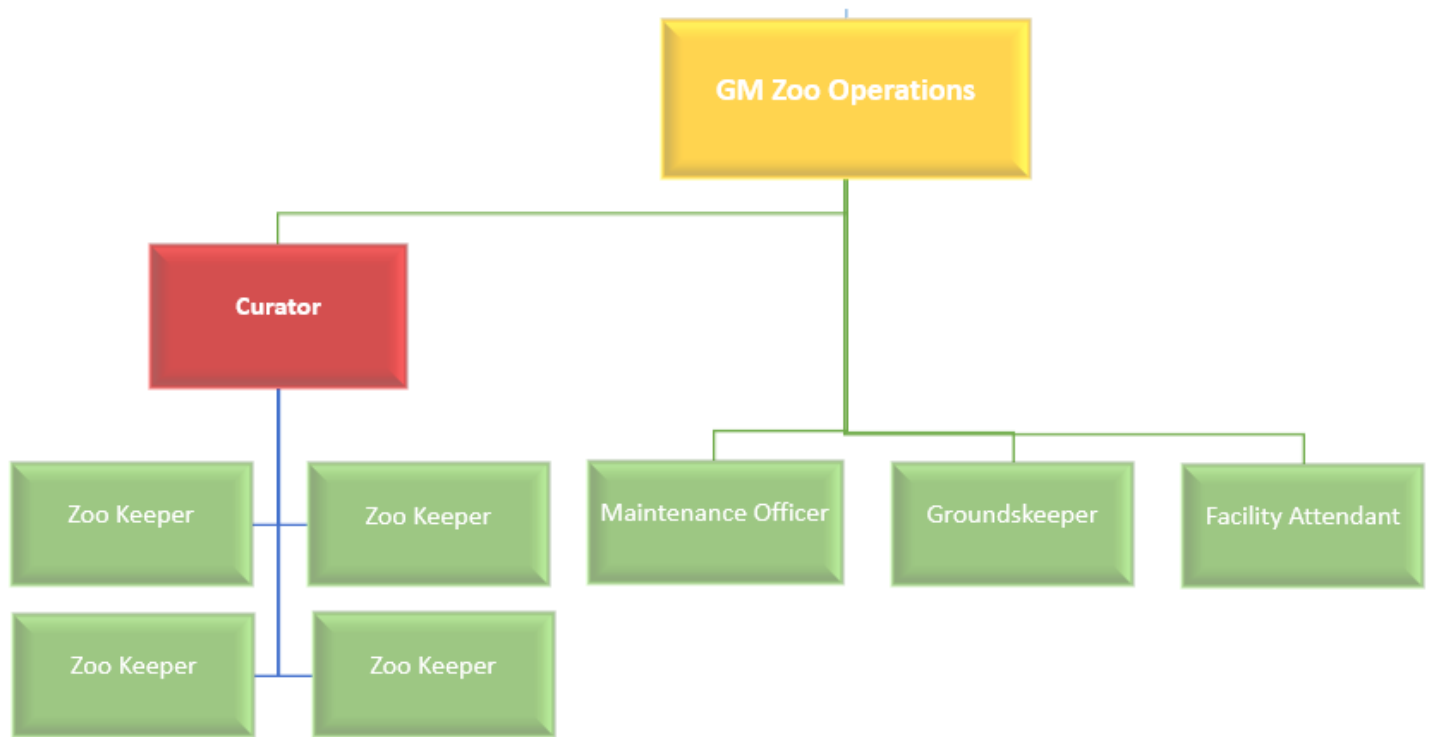
**Work Location:** Zoo

**Division/Department:** Zoo Operations

**Reports to:** Curator/General Manager Zoo Operations

- Full-time  
 Part-time

**Organisational Structure:**



**Position Purpose:**

A Zookeeper is responsible for providing quality animal husbandry to meet the needs of a range of animals in the Zoo's collection. Zookeepers will work within a team and be trained to work a number of different rounds. Zoo Keeping responsibilities include cleaning and maintaining aesthetically pleasing habitats, nutrition, animal welfare, training, behavioural enrichment, record keeping, public presentations and animal encounters, health and safety, conservation and sustainability and actively living the Zoo's values.

Under the strategic direction of the General Manager Zoo Operations and with daily reporting and supervision provided by the Curator, the Keeper position contributes to the development and implementation of new and innovative programmes and helps achieve the Zoo's strategic elements of ensuring people love and support the Zoo while connecting people and animals and contributing to conservation.

There is an expectation of weekend work in this role. The position of Zookeeper is managed in accordance with Amusement, Events and Recreation Award 2020

### Important Functional Relationship:

#### External

- ❑ Zoo guests
- ❑ Staff of the Zoo's strategic partners
- ❑ Staff of related external agencies i.e.: – DPIPWE
- ❑ Zoo Sponsors and Donors
- ❑ Staff from other Zoo's

#### Internal

- ❑ Managing Director
- ❑ General Manager Zoo Operations
- ❑ Animal Curator
- ❑ Animal Care Team
- ❑ Community Engagement Team
- ❑ General Managers
- ❑ Zoo staff

### Key Result Area:

The position of Keeper encompasses the following functions or Key Result Areas:

- ❑ Animal Husbandry
- ❑ Animal Habitat
- ❑ Animal Records, Information & Management
- ❑ Organisational Requirements
- ❑ Health and Safety
- ❑ Other Duties as Required

The requirements in the above Key Result Areas are broadly identified below.

### Essential Duties & Responsibilities:

#### **Animal Husbandry - General**

- ❑ Maintains high levels of husbandry by combining a number of husbandry competencies.

#### **Animal Husbandry – Animal Welfare**

- ❑ Assists with animal welfare assessments based on Five Domains.
- ❑ Identifies and reports common indicators for the presence of disease, injury, compromised welfare, health or distress in animals and suggest modification to behavioural enrichment programs or habitat to support positive welfare outcomes.
- ❑ Assesses animal habitats and management practices to ensure positive animal welfare.

#### **Animal Husbandry – Animal Behavior**

- ❑ Use appropriate terminology to describe and document health and behavioural signs and symptoms and repertoires, including desirable and undesirable behaviors.
- ❑ Recognise and report on courtship, copulation, aggression, and signs of behavioural and physical changes associated with reproduction and gestation and provide environments and procedures for introductions

and breeding.

- ❑ Monitor and respond to breeding animals' requirements.
  - Recognise and respond to behavioural signs and physical changes associated with gestation and impending births or hatchings.
  - Recognise and respond to behavioural indicators that may suggest the need to remove offspring from the group.
  - Preparation of suitable environments for birthing and hatching under supervision.

### **Animal Husbandry – Animal Health Care**

- ❑ Collect (non-invasive) diagnostic biological samples for veterinarians.
- ❑ Follow quarantine and zoonotic disease prevention protocols.
- ❑ Assist with delivering medical treatments as prescribed by the veterinarians and assist with medical procedures as required.
- ❑ Assist with hand rearing/management of birth under supervision.

### **Animal Husbandry – Animal Dietary Needs**

- ❑ Prepare and present diets to animals in clean feeding areas and review and discuss alterations of diets in liaison with Curator based on specific animal needs (breeding, training, age, medical issues).
- ❑ Monitor and feed back to Curator on elements of diets regularly not eaten, and plan for and alter in liaison with Curator nutritional requirements for changed animals' dietary needs (change on group size, seasonal changes).
- ❑ Recognise and investigate signs of nutritional concerns or issues in animals.

### **Animal Husbandry – Animal Environment (Physical and Mental)**

- ❑ Work with Curator and identify and provide materials based on behavioural needs such as housing, nutrition, feeding, habitat maintenance and breeding to stimulate natural behaviour.
- ❑ Develop and maintain landscaped habitats within animal displays.

### **Animal Husbandry – Animal Capture and Restraint**

- ❑ Assist in the capture, restraint, and transport of animals.
- ❑ Use safe and humane procedures for handling, restraining, and moving animals.
- ❑ Assist with husbandry preparations for animal introductions.
- ❑ Assist with monitoring of transferred or introduced animals.
- ❑ Maintain capture and restraint tools and equipment.
- ❑ Demonstrate safe use of handling/restraint equipment and transport containers.
- ❑ Monitor and respond to reactions of transferred or introduced animals.

### **Animal Habitat**

- ❑ Perform daily habitat cleaning following SOPs.
- ❑ Check and maintain animal safety and containment daily, promptly reporting problems.
- ❑ Maintain animal habitats; carry out routine basic maintenance and report maintenance requirements as required.
- ❑ Assist with effective pest control procedures.
- ❑ Provide enrichment for animals by implementing species enrichment plan.
- ❑ Develop and implement an enrichment plans under supervision of Curator.
- ❑ Assist with enclosure habitat re-design, fit out and landscaping.

### **Animal Records, Information & Management Collection Planning**

- ❑ Collect and record animal data following industry standards, policies, and procedures.
- ❑ Identify issues, behaviours and events requiring recording.
- ❑ Develops breeding action plans under supervision of Curator.

### **Organisational Requirements – Guest Experience**

- ❑ Greet guests that are encountered during the day's activities to make them feel welcomed and valued.
- ❑ Present a friendly face and an engaging, helpful manor to zoo guests.
- ❑ Present Animal Encounters.
- ❑ Deliver engaging face to face presentations.
- ❑ Research content for encounters and talks.

### **Organisational Requirements – Conservation & Sustainability**

- ❑ Participate in Zoo's conservation partnership programmes.
- ❑ Demonstrate sustainable practices in daily activities.

### **Organisational Requirements – Strategy and Values**

- ❑ Understand and demonstrate how their work contributes to achieving strategic priorities.
- ❑ Demonstrates behaviors aligned with the Zoo's Values.

### **Health and Safety**

- ❑ Ensure hazardous conditions, near misses, injuries and accidents are reported immediately in line with policy and procedure.
- ❑ Participate in meetings, training and other health and safety activities.
- ❑ Inform your manager about any areas of concern.
- ❑ Meet employee responsibilities and contribute to providing a safe working environment for visitors and fellow staff through following safe working instructions and adhering to all health and safety policies and procedures set down by Zoodoo.
- ❑ Proactively contribute to a culture committed to the health and safety of our staff, guests, and volunteers.

### **Attributes:**

- ❑ Knowledge of animal husbandry manuals and record keeping requirements.
- ❑ Knowledge of the specialist requirements for different collection animals (biology and husbandry requirements relevant to habitats)
- ❑ Awareness of and understanding of the Five Domains of Animal Welfare and how husbandry practices support the Five Domains.
- ❑ Knowledge of methods used to measure, interpret and record animal weight, behaviour indicators, and other objective measures of animal wellbeing.
- ❑ Ability to distinguish between normal and abnormal behaviours.
- ❑ Ability to apply and monitor behavioural management strategies suitable for animal species and stage of development.
- ❑ Demonstrated knowledge of animal behaviour and husbandry across a broad range of taxa.
- ❑ Understanding of animal behaviour and the potential danger for health and safety of staff and visitors
- ❑ Knowledge of basic anatomy and physiology of animals
- ❑ Understanding of quarantine and zoonotic disease prevention protocols.
- ❑ Shows understanding of natural behaviour of a species and the requirements in human care.
- ❑ Ability to work in a team or on own.
- ❑ Ability to distinguish between a physical need and a mental need in all species in our care and to cater for those needs.
- ❑ Knowledge of capture & restraint of multiple taxonomic groups.
- ❑ Awareness of workplace quarantine, hygiene standards; disinfectants, cleaning agents, cleaning techniques and cleaning equipment and materials
- ❑ An understanding of training and/or conditioning techniques and tools used to train/condition behaviour.
- ❑ Knowledge of natural biology and individual history of species on section.
- ❑ Knowledge of specialist habitats for different animals, (Animal biology and husbandry requirements relevant to species).
- ❑ Knowledge of ZIMS Animal Record system.
- ❑ Awareness of principles of Zoodoo and ZAA species management plans and collaborative management programs
- ❑ Awareness of legislation impacting on animal collections.

- Understanding of permits and other documentation required to support animal transfers.
- Understanding of how legislation and regulations impact on operations (e.g., determines those species that Zoodoo may maintain, and any associated conditions).
- Ability to communicate to different audiences.
- Be aware of current community conservation campaigns and priority conservation messages.

## Person Specification:

### Essential

- Demonstrated experience working with animals in a zoo or wildlife park or similar.
- Completed or is studying towards the Captive Animals certificate 3 or equivalent or has a Science-based University degree (preferably in Zoology) or has sufficient appropriate experience to equate to formal coursework.
- Confident public speaker
- Demonstrated ability to make effective and efficient use of allocated resources.
- Fit, active and able to meet the physical requirements of this job.
- Demonstrated ability to plan working day including scoping out length and difficulty of tasks, working to schedules, anticipating, and adjusting for problems and roadblocks.
- Self-motivated with initiative and able to work with minimal supervision.
- A proactive problem solver who takes great pride in their work.
- Excellent time management skills and the ability to effectively manage multiple requests and priorities.
- Computer skills with proficiency in using Microsoft Office applications.
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**Print Employee Name:**

**Employee signature:**

**Date:**