



Job Vacancy Information Pack

Post: Deputy Aquatics Section head

Job Reference: EX575 (please quote on application form)

This pack contains all the information you need to know when applying for a vacancy at Yorkshire Wildlife Park, included in the sections below:

1. Important Information
 - Useful information about the recruitment process, equal opportunities, company & departmental information.
2. How to apply
 - Accepted methods of application and how to submit.
3. Application form
 - Yorkshire Wildlife Park encourages green practices. Please reduce your ecological footprint by completing the form electronically and returning via email.
4. Job Description
 - A breakdown of the vacancy and what is expected from the successful applicant.
5. Job and Person Specification
 - A list of essential and desirable criteria for the post.

Important Information

The Organisation

Thank you for your interest in our advertised vacancy. Since its opening in 2009, Yorkshire Wildlife Park has evolved to become the UK's number 1 on-foot safari. We feature walkthrough exhibits that take the guest directly into the world of the animals. A dynamic centre for conservation and welfare, the park currently has around 400 animals across 70 different species. We aim to provide a quality, value for money experience that excites and inspires our guests.

Equal Opportunities

Yorkshire Wildlife Park is committed to equal opportunities in all aspects of recruitment and employment.

Job descriptions and person specifications define the qualification, experience and other skills required for the post and will only include those factors which are necessary and justifiable on objective criteria for the satisfactory performance of the job.

As part of our commitment to equal opportunities we are monitoring job applications for equality purposes. To help us in our endeavours we ask you to complete an equal opportunities monitoring form at the end of the job application



form. The equal opportunities monitoring form will be detached from your application form, stored separately and used solely to provide statistics for monitoring purposes.

Yorkshire Wildlife Park's Mission Statement

To create a dynamic, interactive experience and regional centre of excellence for the conservation of biodiversity globally and locally that is sustainable both for the environment and the business. To promote a wider understanding of the natural world and inspire generations to support and protect the world around them.

The Animal Department at Yorkshire Wildlife Park

It is the responsibility of the animal department to provide a high standard of care for the animals at the park. We achieve this by the supply of suitable diets and enrichment as well as building enclosures which are innovative in their design and offer a stimulating environment for the animals. We aim to interact with the public through talks to effectively communicate important welfare, conservation and environmental messages. The department contributes to conservation by being an active member in European breeding programmes, undertaking fundraising for in situ projects and by facilitating research within the park.

Each member of staff needs to research and learn about conservation issues, have a good knowledge of the animals (in situ and ex situ), the conservation projects we support, breeding programmes we are involved with, experiences we offer and how zoos and parks are organised and work. They also need to have a full knowledge of the park and its visitor facilities.

Use of Curriculum Vitae (CVs)

Our policy is to recruit and employ our employees on the basis of their suitability for the vacancy.

An application form allows us to compare individuals based on the same criteria and as such we do not accept a CV unless it is accompanied by a fully completed application form.

Shortlisting

To ensure that the people we employ are matched to the role and our business aims, we operate a robust shortlisting procedure which involves a two-stage interview process. Candidates should ensure before they apply for a position with YWP, that as a minimum they meet the essential criteria outlined in the person specification and are available to attend interviews on the dates outlined on the job specification.

Due to the volume of applications we receive, it is our policy not to inform candidates who have not been shortlisted to interview stage. If you do not hear from us within one month of the closing date, we will have decided not to take your application any further.

Pre- employment Checks

All offers of employment are made subject to the following criteria:

Proof of eligibility to work in the UK and two satisfactory references.



How to Apply

All applicants are required to fully complete the YWP application form in order to be considered for any vacancy. You should refer to the person specification when completing Section 5 of the application form as this is the criteria we use to measure you against.

Complete application forms should be returned to the HR Department by midnight of the closing date specified. Late applications will not be accepted under any circumstance.

Yorkshire Wildlife Park promotes green practices, please support us in our endeavours by completing the application form electronically and returning via email.

A CV can be used as a supportive document to the application form but cannot be used to replace any part of the application form. Applicants who have used their CV to replace parts of the application form will have their application rejected.

Complete application forms should be returned to the HR Department via email:

recruitment@yorkshirewildlifepark.com

Application Form

The YWP application form is available to download from the vacancies page of our website in pdf and word format.



Job Description

Job Title:	Deputy Aquatics Section Head
Reporting to:	Section Head/ Section Manager
Department:	Animals
Qualifications:	Diploma in the Management of Zoo and Aquarium Animals (DMZAA) or a degree level qualification in an animal or conservation subject area

Primary Responsibilities

Responsible for supervision of the Aquatics section in the absence of the Aquatics Section Head. Ensure exemplary standards for animal health, husbandry, welfare and delivery of the visitor experience at all times. Responsible for ensuring the consistent adherence of health and safety and operational procedures.

Key Work Objectives

Support to the Aquatics Section Head on the following aspects-

- Ensuring adherence to health and safety requirements and RAPS (risk assessments and protocols) within the section.
- The update of veterinary and health records on a daily basis.
- Monitoring of the integrity of presentations section enclosures and reporting of any concerns to the Section Head, Section Manager and Head of Animals.
- Ensure that the team consistently deliver talks, presentations and guest engagement initiatives to a high standard in line with the park's objectives for interpretation and informal conservation education.
- Liaising with the Section Head, or in their absence the Section Manager or Head of Animals on animal health matters.
- Ensuring the consistent delivery of an exemplary guest experience.
- Promote efficient and effective communication to the Hoofstock team.
- Lead by example to ensure the highest level of professionalism, service and personal appearance are consistently maintained.

General

- Maintain high levels of professionalism, service and personal appearance.
- Assist other departments and sections in their duties as and when required.
- To be responsible, along with other staff members, for compliance with health and safety regulations for staff and visitors.
- Undertake any reasonable duties requested by the management team.



Job Specification

Job Title:	Deputy Aquatics Section Head
Reporting to:	Section Head/ Section Manager
Working Hours:	Basic of 40 hours per week scheduled in accordance with business requirements. To include weekends and bank holidays as required.
Salary:	£24,900 gross, per annum
Contract:	Permanent (subject to the successful completion of a probationary period)

Main Duties & Responsibilities:

- Ensure consistent exemplary husbandry and welfare standards on the section.
- Management of the team members.
- Implement and consistently monitor health and safety protocol.
- Provision of an exemplary guest experience.

Candidate:

- Excellent interpersonal skills.
- Strong leadership skills and experience.
- Enthusiastic and self-motivated with the ability to work well under pressure.
- To be considered, applicants must be confident in delivering talks and presentations to large audiences on a daily basis.
- Must be flexible and able to work during our peak times which include weekends, bank holidays and school holidays.

Start Date: As soon as possible

Closing date for applications: Sunday 31st March 2024



Person Specification

JOB TITLE: Deputy Aquatics Section Head

Assessment Criteria	Essential (E) Desirable (D)
Experience	
Comprehensive experience of working within the zoological industry including experience managing a range of mammal species, with aquatic mammal experience being advantageous..	E
Experience of delivering engaging and interactive conservation education through presentations, demonstrations, talks and interpretation to audiences of all sizes	E
At least one years' experience working at Senior Animal Ranger level	E
Leading/ supervising a team of staff	D
Skills/ Abilities	
Ability to lead and manage a team when required and provide mentorship to junior staff.	E
Good verbal and written skills with the ability to communicate to managers, colleagues and members of the public at all levels,	E
Excellent time management and organisational skills.	E
Ability to promote efficient and effective communication to the team.	E
Must be physically competent in performing manual tasks on a daily basis.	E
Strong problem-solving skills with the ability to implement effective resolutions.	E
Knowledge	
An expert knowledge of animal husbandry, welfare and enrichment.	E
Ability to maintain and enhance animal reserves to maximise animal welfare, staff safety and public display.	E
Ability to manage and implement animal training techniques and enrichment to advance animal care	E
Understanding of ZIMS record keeping, health and safety management (including risk assessments).	E
Ability to coordinate and participate in research, science and conservation in the park.	D
A comprehensive knowledge of the species within Yorkshire Wildlife Park's animal collection	E
Qualifications	
Diploma in the Management of Zoo or Aquarium Animals (DMZAA) or a degree in an animal/ conservation subject area or equivalent qualification	E
Certificate in First Aid at Work	D
Full UK driving licence	E