

**Colchester Zoological Society (CZS) is home to over 150 species and is dedicated to supporting conservation projects around the globe. As an award-winning visitor attraction with over 1 million guests visiting each year, every staff member at the Zoo works together to ensure that our guests have an enjoyable and unforgettable experience.**

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**JOB TITLE:** Deputy Team Leader – Tiger Section

An exciting position has arisen for an experienced Deputy Team Leader to join our team and contribute to our mission at CZS in a full-time role working within our tiger section; a mixed taxa section responsible for Amur tigers, grey wolves, bush dogs, Barbary macaques, gelada baboons, Philippine spotted deer, smooth-coated otters, Chilean flamingos, African vulture species and various reptile and fish species.

**JOB SUMMARY:** The candidate will work within the Animal Department to carry out husbandry duties and maintain high standards of welfare for the animal species in their care. As a Deputy Team Leader, the candidate will be required to input ideas for the continual progression and development of animal husbandry, breeding management and enclosure design on the section.

Alongside the section's Team Leader, the job holder will be responsible for mentoring and managing more junior employed staff members; lead keepers, senior keepers and qualified keepers, and volunteers; student keepers and work experience students. The job holder will also be responsible for deputising to the Team Leader and leading the section in their absence.

The candidate will ensure, and be able to develop, safe working protocols, practices and risk assessments for working in and around the species on the section.

The job holder will deliver enclosure encounters and experiences to zoo visitors for a range of species across the section, as well as deliver educational husbandry content to visiting college groups. The candidate will also look to lead internal zoo subcommittees, where appropriate, and be willing to represent, and present, at external conferences on behalf of CZS.

**MAIN JOB PURPOSE:**

1. Provide excellent husbandry standards and welfare for a range of species
2. Manage employed and voluntary members of the animal section and lead the section in the Team Leader's absence
3. Produce safe working practices across the animal section
4. Deliver enclosure encounters and experiences to zoo visitors, educational groups and for social media
5. Represent CZS in external settings where required

|                              |  |
|------------------------------|--|
| <b>OTHER KEY ACTIVITIES:</b> | <ul style="list-style-type: none"> <li>• Demonstrate commitment to continuous personal development</li> <li>• Perform other duties as reasonably directed by the animal section's Team Leader and the Animal Management Team (Zoological Director, Curator of Living Collections, Manager of Living Collections and Head Keeper)</li> </ul>  |
| <b>WORKING HOURS:</b>        | This is a full-time position. An average of 40 hours a week (5 days) which will include regular weekend work and will increase in busy periods.  |
| <b>UNIFORM:</b>              | Full uniform (including boots) will be provided. Full uniform must be worn at all times with a name badge.   |
| <b>SALARY:</b>               | £32,032 per annum  |
| <b>EVALUATION:</b>           | For the first five months of employment, the jobholder will be asked to complete a one month, three month and five month self-assessment. This will gauge their feelings of the job and assess their progress towards meeting targets.   |
| <b>WORKING ENVIRONMENT:</b>  | <ul style="list-style-type: none"> <li>• CZS is a non-smoking environment and smoking is not permitted by members of staff whilst on the premises.</li> <li>• CZS is an equal opportunities employer.</li> <li>• You may be required to work offsite on animal transfers on occasion.</li> </ul> <p><b>Whilst doing this job, the employee is likely to be exposed to:</b></p> <ul style="list-style-type: none"> <li>• Category 1/1A animals</li> <li>• Outside weather conditions</li> <li>• Tropical exhibits with high temperatures</li> <li>• Moving mechanical parts</li> <li>• Toxic or caustic chemicals</li> <li>• Lifting heavy loads</li> </ul> |

## DEPUTY TEAM LEADER SPECIFICATION

|  | Essential   | Desirable |
|--|---|-----------|
| <b>HUSBANDRY SKILLS AND EXPERIENCE</b>             | <p>7+ years' experience in a zoological collection, including extensive experience with category 1/1A species</p> <p>Excellent standard of practical skill in animal husbandry, including training and enrichment</p> <p>Excellent standard of animal observation skills</p> <p>Excellent ability to develop animal husbandry, breeding management and enclosure design on the section</p> <p>Ability to manage the animal section in the absence of the Team Leader, with limited assistance</p> <p>Ability to drive forward the overall standards of the section to a higher level (excellent competency)</p> <p>Excellent knowledge of ZIMS</p> <p>Knowledge of water quality parameters and management for a range of species</p> <p>Experience in operating filtration systems and life support systems</p> <p>Knowledge of uv requirements for a range of species</p> <p>Vast knowledge of zoo licencing and legislation</p> <p>Excellent skills in handling and restraint of various species</p> <p>High confidence and ability in dealing with medical issues</p> |           |
| <b>TEAM WORK AND ABILITY TO FOLLOW INSTRUCTION</b> | <p>Ability to work in a team and contribute to team goals (excellent competency)</p> <p>Ability to harness positive relationships with all other team members regardless of level / section (excellent competency)</p> <p>Ability to follow instruction and carry out tasks at manager's / senior staff member's request (excellent competency)</p> <p>Ability and willingness to sit on additional zoo subgroups and committees</p>  |           |
| <b>LEADERSHIP AND MENTORING</b>                    | <p>Ability to mentor and allocate work duties to the animal section's employed staff members and volunteers (excellent competency)</p> <p>Ability to lead an internal zoo team e.g. subgroup or committee</p>   |           |

|  | Essential  | Desirable   |
|--|--|---|
| <b>HEALTH AND SAFETY</b>                     | <p>Excellent understanding of risk assessments</p> <p>Ability to ensure safe working practices at Deputy Team Leader level</p> <p>Ability to manage risk in a zoo environment and with category 1/1A species</p> <p>Ability to develop safe working protocols for category 1/1A species</p> <p>Excellent understanding of zoo emergency procedures</p>   |   |
| <b>COMMUNICATION AND PRESENTATION SKILLS</b> | <p>Excellent communication and presentation skills to deliver animal encounters and experiences</p> <p>Excellent communication and presentation skills to deliver education sessions and media</p>   |   |
| <b>SKILLS AND EXPERIENCE</b>                 | <p>Computer literate with excellent knowledge of the major Microsoft Office programmes</p> <p>Excellent written skills, including record keeping</p> <p>Excellent written skills, including proposals and protocols</p>  | <p>Trained in manual handling</p> <p>Trained in working at height</p> |
| <b>OTHER</b>                                 | <p>DMZAA or equivalent qualification</p> <p>Full driving licence</p> <p>Ability to use own initiative to solve problems (excellent competency)</p> <p>Hard working and highly-motivated</p> <p>Excellent punctuality and time keeping</p> <p>Dependable and trustworthy</p> <p>Flexible and adaptable</p> <p>Warm, open-minded and professional</p> <p>Ability and willingness to represent CZS at external conferences</p> <p>Ability and willingness to present at external conferences and lead internal training at CZS</p> <p>Commitment to employment at CZS</p> | <p>Firearms certificate</p>   |

## HOW TO APPLY

If you are interested in applying, please complete the **CZS Employment application form**, Please ensure all sections of the application form are completed, do not enter 'Refer to CV'.

Send your CV and completed Employment Application Form to **Mrs Liz Butcher, Living Collections Manager, by email to [vacancies@colchesterzoo.org](mailto:vacancies@colchesterzoo.org)**

Closing date is **10th October 2025**.

Please be aware that we will only process applications that include a completed application form and CV. We do have a lot of interest in our vacancies, if you have not heard from us after four weeks of submitting your application you should assume you have not been successful on the occasion.

Return completed form by email to the contact named within the advertised vacancy.

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**SECTION FOUR – Continuous Professional Development, other training, current study  
(type in information)**

| Qualification (Inc. grade) | School / University / Institution | Date Achieved |
|----------------------------|-----------------------------------|---------------|
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**SECTION FIVE – Membership of Professional Body, include any offices held  
(type in information)**

| Qualification (Inc. grade) | School / University / Institution | Date Achieved |
|----------------------------|-----------------------------------|---------------|
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**SECTION SIX – CURRENT / MOST RECENT EMPLOYMENT (type in information)**

|  |  |                     |  |
|--|--|---------------------|--|
| <b>Job Title:</b>                        |  | <b>Current Job:</b> |  |
| <b>Employer:</b>                         |  |                     |  |
| <b>Start Date:</b>                       |  | <b>End Date:</b>    |  |
| <b>Salary:</b>                           |  |                     |  |
| <b>Main duties and responsibilities:</b> |  |                     |  |
| <b>Notice Period:</b>                    |  |                     |  |
| <b>Reason for leaving:</b>               |  |                     |  |

**SECTION SEVEN – PREVIOUS EMPLOYMENT: (type in information)**

|  |  |                     |  |
|--|--|---------------------|--|
| <b>Job Title:</b>                        |  | <b>Current Job:</b> |  |
| <b>Employer:</b>                         |  |                     |  |
| <b>Start Date:</b>                       |  | <b>End Date:</b>    |  |
| <b>Salary:</b>                           |  |                     |  |
| <b>Main duties and responsibilities:</b> |  |                     |  |
| <b>Notice Period:</b>                    |  |                     |  |
| <b>Reason for leaving:</b>               |  |                     |  |

**PREVIOUS EMPLOYMENT CONTINUED... (type in information)**

|  |  |                     |  |
|--|--|---------------------|--|
| <b>Job Title:</b>                        |  | <b>Current Job:</b> |  |
| <b>Employer:</b>                         |  |                     |  |
| <b>Start Date:</b>                       |  | <b>End Date:</b>    |  |
| <b>Salary:</b>                           |  |                     |  |
| <b>Main duties and responsibilities:</b> |  |                     |  |
| <b>Notice Period:</b>                    |  |                     |  |
| <b>Reason for leaving:</b>               |  |                     |  |

**PREVIOUS EMPLOYMENT CONTINUED... (type in information)**

| <b>Job Title</b> | <b>Employer</b> | <b>Start Date</b> | <b>Leave Date</b> | <b>Reason for leaving</b> |
|------------------|-----------------|-------------------|-------------------|---------------------------|
|                  |                 |                   |                   |                           |
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**GAPS IN EMPLOYMENT – please specify reasons and dates for any gaps in employment (type in information)**

**SUPPORTING INFORMATION – Please provide any information in support of your application. This should provide us with evidence of the skills, knowledge, personal attributes, competence and experience to carry out with the role for which you are applying (type in information)**

**REFERENCES – Please give the details of two referees, one should be your current or most recent employer (i.e. you line manager or Head of Department) References from family or friends are not accepted if you have an employment history (type in information)**

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|--|--|--------------------|--|
| <b>Title:</b>                          |  | <b>First Name:</b> |  |
| <b>Can the reference be contacted?</b> |  | <b>Surname:</b>    |  |
| <b>Job Title:</b>                      |  |                    |  |
| <b>Address:</b>                        |  |                    |  |
| <b>Email:</b>                          |  | <b>Telephone:</b>  |  |
| <b>Relationship:</b>                   |  |                    |  |

|  |  |                    |  |
|--|--|--------------------|--|
| <b>Title:</b>                          |  | <b>First Name:</b> |  |
| <b>Can the reference be contacted?</b> |  | <b>Surname:</b>    |  |
| <b>Job Title:</b>                      |  |                    |  |
| <b>Address:</b>                        |  |                    |  |
| <b>Email:</b>                          |  | <b>Telephone:</b>  |  |
| <b>Relationship:</b>                   |  |                    |  |

**DISABILITY – Do you require any special arrangements to be made to participate in the selection process on account of a disability? If yes, please give brief details (type in information)**

**CONVICTIONS – Have you ever been convicted of a criminal offence i.e. cautions, reprimands or warnings? If yes, please give details of any unspent convictions.**

**DECLARATION: Please read carefully before signing this application**

I confirm that the above information is complete and correct and that any untrue or misleading information will give my employer the right to terminate any employment contract offered. I agree that the organisation reserves the right to require me to undergo a medical examination. (Should we require further information and wish to contact your doctor with a view to obtaining a medical report, the law requires us to inform you of our intention and obtain your permission prior to contacting your doctor). I agree that this information will be retained in my personnel file during my employment and for up to six years thereafter and understand that information will be processed in accordance with the Data Protection Act. I agree that should I be successful with this application, I will, if required apply to the Criminal Records Bureau/Scottish Criminal Records Office for a basic disclosure. I understand that should I fail to do so, or should the disclosure not be to the satisfaction of the company, any offer of employment may be withdrawn or my employment terminated.

**Signed:**

**Date:**