

Colchester Zoological Society 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.

JOB TITLE: Scaffolder / Labourer

An exciting opportunity has arisen for the right candidate to join the CZS Maintenance Team as a Scaffolder / Labourer.

This is a dual job role which encompasses both scaffold work and general labour tasks. The ideal candidate will need to ensure safe access for members of the Maintenance Team on all jobs onsite at CZS. They will also work within our labouring team, working on a multitude of tasks from ground works and drainage, to block paving and habitat improvements as well as demolition and other various tasks as required.

The ideal candidate must have a minimum of 5 years experience working as a scaffolder. A qualification in scaffolding is essential and previous experience in a labouring role is desirable.

The right person for this job must enjoy working outdoors in all weather conditions, and must want to work to promote and achieve the high standards of safety and quality compliance that CZS demands for our guests, colleagues and animals.

If you are:

- Hard-working and committed.
- Practical and methodical.
- Adaptable and willing to learn.
- Patient and pay attention to detail.
- Able to use a range of hand and power tools.
- Aware of health and safety issues.
- Work well alone and as part of a team.
- Environmentally aware.

we would love to hear from you!

KEY RESPONSIBILITIES

To liaise with Supervisor and other team members to perform the required daily operations and any construction / maintenance tasks deemed appropriate

- Ensure safe access for members of the Maintenance Team on all jobs onsite at CZS.
- Working across the site to deliver a range of construction and maintenance activities on time and to a high standard.
- Potential work on other premises related to our business.
- Construction, groundwork, demolition and labouring.
- To ensure that the presentation of CZS facilities gives the most favourable impression at all times.
- Driving digger, dumper and front loaders and possibly other company vehicles.
- Providing an excellent level of customer service.
- Operating hand held equipment and some heavy machinery.
- Reporting any damage or vandalism to the Grounds Manager.
- To ensure all necessary and appropriate standards have been implemented and are operating in accordance with the Company's Health & Safety Policy.

SKILLS AND QUALIFICATIONS

- A qualification in scaffolding is essential.
- Punctual, hard-working and able to use own initiative.
- A highly motivated individual with excellent Grounds Maintenance skills.
- Time management.
- Excellent and clear communication skills.
- Ability to work collaboratively within a team.
- To work calmly and effectively in a high-pressure environment.
- Knowledge of Health and Safety compliance.
- Maintenance of records relating to tasks performed, timesheets, materials, vehicles and equipment.
- Ability to interact positively and professionally with the public, and colleagues.

EXPERIENCE

- You should have at least 5 years experience working as a scaffolder.
- Previous experience in a labouring role is desirable.

WORKING HOURS:

- This is a permanent full time position 5 days per week.
- Normal hours will be Monday – Friday 7am – 4.30pm.
- You will be expected to work at least one weekend day, public holidays and school holidays.
- Pay rate – to be discussed at interview and subject to successful completion of a three-month probation period.

UNIFORM:

Uniform will be provided. Uniform must be worn at all times with a name badge.

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 hr@colchesterzoo.org

Closing date is **14th May 2026**.

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.