



Job Description

Conservation Breeding Officer

Grade: 6

Directorate: Conservation

Location: Slimbridge

Reporting to: Project Manager & Lead Aviculturist

Main function of post: Responsible for the day-to-day management of the captive populations in WWT's Conservation Breeding projects, and the maintenance of Conservation Breeding facilities, equipment and related infrastructure. In addition, to support conservation breeding projects in the field.

Supervisory responsibilities: contract staff, casual workers, volunteers and students

Responsibilities of the post

1. To manage the captive populations at WWT Slimbridge that are part of WWT's Conservation Breeding projects to the highest standards possible ensuring that the five provisions for animal care are met, these being:
 - Provision of food and water.
 - Provision of a suitable environment.
 - Provision of animal health care.
 - Provision of opportunity to express most normal behaviour.
 - Provision of protection from fear and distress.
2. To ensure that all aspects of the Conservation Breeding team's facilities, equipment and associated infrastructure and land are managed and maintained to agreed standards including implementation of rigorous biosecurity measures in order that the relevant facilities maintain Balai status.
3. To assist in the production of animal management plans to support the strategic objectives of WWT's Conservation Breeding projects and to carry out all procedures and protocols required to implement these plans.
4. To assist with the development of Conservation Breeding projects through designing and conducting trials of new techniques and equipment for application in the field, and when necessary, the creation of new enclosures and infrastructure at WWT Slimbridge.
5. To be responsible for the daily collection, storage and analyses of data on individual birds as well as environmental conditions and husbandry activities using paper and electronic record-keeping

systems.

6. To produce monthly and annual reports on Conservation Breeding activities and to contribute to communications content as necessary, including blogs, media interviews, popular articles, commentated feeds, and reports for funders and partners.
7. To assist with procurement and safe storage of equipment and materials, ensuring Conservation Breeding Unit's facilities are well-stocked and budget targets are met.
8. To ensure that Conservation Breeding team activities and facilities at WWT Slimbridge comply with relevant regulations and Health & Safety policies, and that training records and risk assessments are up to date and accessible.
9. To work alongside volunteers encouraging, developing and supporting them in their work for WWT, ensuring that they have a positive volunteering experience.
10. To be responsible for working within the WWT health and safety policy and guidelines ensuring that the health, safety and wellbeing of yourself and others is an integral part of how you work.
11. To be responsible for engaging with the WWT Sustainability Statement being aware of negative environmental impacts and incorporating sustainable ways of working within your role.
12. To interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, from time to time.

Date raised: January 2024

Amended: January 2025

Person Specification

1. Qualifications

Essential:

- Educated to degree standard or equivalent in a biological subject.
- Current driving licence and passport.

Desirable:

- Animal care and management qualifications.
- First aid.
- Certificates in tractor driving (large or small) and tractor attachments, e.g. trailers.
- Certificates in the safe use of equipment and materials relating to vegetation management, e.g. the use of brushcutters, mowers and pesticides.

2. Experience

Essential:

- Demonstrated experience in the management of captive animals, in particular waterbird aviculture and including successful artificial incubation of birds' eggs and the hand-raising of hatchlings.
- Experience of working in a biosecure environment.
- Experience of implementing effective, legal and humane pest control techniques.
- Experience of prioritising and resolving issues in a challenging environment in a timely manner with priority focus on animal welfare.
- Experience of managing buildings and grounds, including using horticultural machinery (brush cutters, mowers, etc.).
- Knowledge of ex situ species conservation programmes.
- Good computer skills including competency with common Microsoft Office programs.
- Staff and/or volunteer management experience.

Desirable:

- Experience of working on conservation projects.
- Experience supervising staff and/or volunteers.
- Experience communicating to different audiences.
- Knowledge of UK legislation, statutory guidance and codes of practice for wildlife management.

3. Managerial & Supervisory

Essential:

- Be able to manage groups of volunteers and allocate tasks and duties as required.
- Be able to train and supervise new members of staff.

Type of team member	Number managed (No. of direct reports)	Number supervised
Employed staff	0	Up to 3
Volunteers	Up to 5	Up to 5
Casual Workers	0	1

4. Responsibility

Essential:

- Ability to follow strict protocols.
- Ability to implement strict protocols for animal management and site security.
- Ability to work independently and with professional competence.
- Ability to work to agreed budgets.
- Ability to manage or supervise contractors when necessary.
- Ability to maintain animal husbandry records.
- Ability to follow Health & Safety guidance.

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Budget Responsibility	Up to £1,000
Income	N/A
Project Size (normally managed)	0
Assets (required for job, exc. buildings)	£15,000
Visitors (number per annum)	N/A

5. Creative Ability

Essential:

- Ability to originate ideas, problem solve and bring creative thought to bear, especially on avicultural issues.

6. Contact

Essential:

- Excellent written and verbal communication skills (English language).
- Ability to liaise easily with a diverse variety of stakeholders including other WWT

- directorates, contractors and funders.
- Ability to work in multi-partner and multi-disciplinary projects maintaining good relationships with all parties.
- Ability to work effectively as part of a team as well as alone.
- Ability to make effective decisions regarding captive animal management.
- Ability to act as an ambassador and communicator for the Conservation Breeding projects through good inter-personal skills.

Desirable:

- Ability to give presentations to different audiences.
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General Notes

This is a part time permanent position working 3 days a week (Saturday, Sunday and Monday).