

# Team Manager: Herbivore Team

Inc. hoofstock, primates, nocturnal mammals, LVI



**Salary £32,168**

## Job Profile

We have an exciting opportunity for a new role of Team Manager of our Herbivores Team. This role will fit in with the restructuring of our Animal Department due to growth and development of the zoo site and the arrival of new species as part of our ambitious Master Plan.

The Team Manager will oversee the running of one of two teams within the Animal Department under the guidance of the Animal Manager. This team will include 4 sections as the restructure develops including hoof stock (domestic and exotic), primates, nocturnal mammals (including fruit bats, sloth, potoroo and vombat) as well as our small LVI collection. Some new species are due to be added to the collection over the coming months and years.

With our zoo mission in mind, we are very driven and determined to become the leading zoological collection in our area and are ideally placed to be the wildlife education hub for the Northeast. Being not-for-profit means that every penny we earn goes straight back into our developments. Plus, with conservation partnerships, we are paving the way for native species conservation in this area, including our reintroduction programmes such as harvest mice.

## Main Duties & Job Responsibilities

The Herbivore Team Manager will report directly to the Animal Manager, support them and will work under their close guidance to carry out the following:

- Plan and oversee the day-to-day running of your team, assigning workloads and projects
- Drive development of staff, animal husbandry and welfare standards, visitor experiences, exhibit presentation and quality with the support of a Lead Keeper as your deputy
- Coach and review team members to ensure continuous achievements and developments through regular one-to-ones
- Coordinate enrichment and training programmes, preventative health care and monitoring, diets and stocking of materials and equipment
- Implement animal research to enhance and evaluate animal welfare
- Produce and maintain documents: H&S, husbandry standards, enrichment records, health monitoring, etc
- Inter-departmental liaison and communication both within your team and the wider zoo

## Skills and Experience

- At least 5 years of professional zoo work experience working with animals in a zoological environment. Experience with hoof stock and other taxa mentioned above would be desirable.
- Must have high animal welfare standards with regards to care and daily husbandry routines and a passion for wildlife conservation
- Qualified in an appropriate animal science or conservation discipline – DMZAA or equivalent and above
- Proven people management skills with experience of leading a team and mentoring others
- The role is very much a 'hands-on' position with a strong emphasis on the coaching of individuals, setting standards and team building. You will need to be able to manage and prioritise a diverse workload, have good problem-solving skills and have a strong understanding of the relevant animal husbandry required for the taxa mentioned above.
- As well as overseeing your team, you will also be part of the Senior Animal Management team within the zoo. In this role, you will help the Curator develop new exhibits and move the animal department forward in exciting times as Northumberland Zoo flourishes.
- You will need to be hard working, physically fit, enthusiastic and reliable, with conservation at the heart of your drive, helping to push our message not only amongst the keepers, but to members of the public as well through an exciting array of public talks and experiences around the zoo

- Experience implementing environmental enrichment programmes and operant conditioning
- Outstanding observational skills when working with the animals in the zoo, understanding animal behaviour
- The ability to keep accurate and comprehensive records relating to animal welfare. Experience in the use of ZIMS would be advantageous

### General

- Full driver's license and access to a vehicle required due to rural setting of zoo
- Great communication skills are required along with a proven track record of guiding and mentoring other staff
- Must have a positive outlook and be extremely well organised with the ability to manage a busy and varied workload
- Must be comfortable working outdoors in all weather conditions, including working on weekends, during school holidays as well as bank holidays on a rota with the rest of the current animal care team.
- The ability to remain calm and prioritise effectively in busy situations.
- Be physically fit as this role includes a lot of walking, bending and lifting various loads.
- Have a basic understanding of DIY and associated practical skills
- Be aware of, adhere to and enforce zoo policies at all times
- Cooperate with other Zoo departments
- Take responsibility for own personal development, seeking out opportunities to learn new skills

### Benefits

- 40 hours per week across 5 days, includes weekends and bank holidays
- 28 days holiday (including BHs) rising by 1 day per year to 33 with service
- 1 additional day off for your birthday after successful probation
- Company sick pay package after successful probation
- Staff discount in our cafe and gift shop
- Nest Pension scheme (statutory contributions)
- Free Zoo entry whilst you are an employee
- Free Zoo passes each year for family and friends
- £5 daily food allowance in the zoo cafe

Please apply via email with a letter explaining why you would be a good fit for the position and an up-to-date CV to Lucy Edwards, Curator: [l.edwards@northumberlandzoo.co.uk](mailto:l.edwards@northumberlandzoo.co.uk) by **29<sup>th</sup> May 2026**