



1. Position Details

Title: *Specialist Keeper -Amphibians*

Reports to: *Life Science Manager*

Location: *Healesville Sanctuary*

Band: *Band S*

Tenure: *Fixed-term* (Ongoing, Fixed-term, Flexible fixed-term)

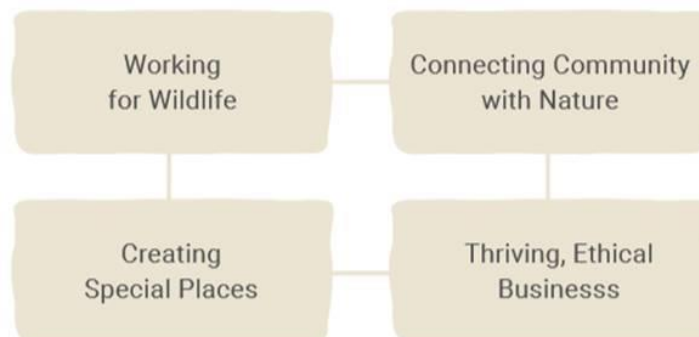
Employment Type: *Full-time* (Full-time, Part-time, Flexible)

2. Context

Zoos Victoria operates world-class zoos on three sites: Melbourne Zoo, Healesville Sanctuary and Werribee Open Range Zoo. Our **Moral Purpose** is – Fighting Extinction and creating a future rich in wildlife. To achieve our Moral Purpose we aspire to the following key areas of **Focus** and **Values**:



FOCUS



VALUES



Always Compassionate



Always Curious



Always Optimistic



Always Inclusive



Always Trustworthy



Always Calm

Values



Always Compassionate

We are conscious and considered in our work. We're empathetic, respectful and caring to all humans and wildlife.



Always Optimistic

Humans are the greatest hope for wildlife. We recognise our responsibility to inspire members, visitors and future generations. We're confident that we can ensure a bright future for wildlife.



Always Trustworthy

We are a transparent, trusted source of information. Our people operate with integrity, and are an open-source always. We are an evidence-based organisation committed to advancing conservation and science.



Always Curious

We are always learning. We are always seeking to learn more from the world around us. We're the game-changers always seeking to learn more from the world around us.



Always Inclusive

We acknowledge the Traditional Custodians of the land on which we live and work. We provide a safe and accessible environment for everyone to work in, visit, and enjoy. We are responsible for protecting and connecting all that we share our planet with.



Always Calm

Our zoos provide a relaxed, serene space to connect with nature. We are composed in our leadership and considered in our actions.

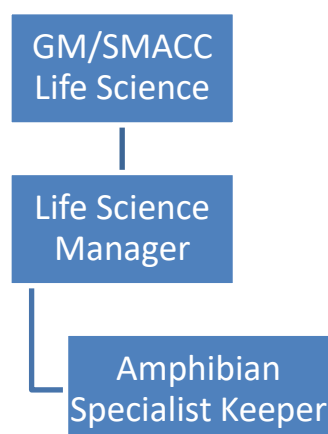
2. Purpose Statement

The Amphibian Specialist Keeper is responsible for the implementation of specific projects in line with conservation actions detailed in ZV Wildlife Conservation Master Plan 2 (2019 – 24) and through development with relevant Recovery Teams or species related advisory groups. These projects require the expertise of the nominated Amphibian Specialist Keeper to ensure that recovery objectives are met and progressed with the ultimate goal of improving wild population recovery. The projects can take on a variety of forms from taxonomic adviser to the Life Science Manager to developing Conservation Breeding Programs for data

deficient species or assisting stakeholders to address research questions. The requirement for this level of expertise will be ongoing for the life of the priority ZV Fighting Extinction, Amphibian Recovery Program and Bushfire Response Plan to Future Proofing Victoria's Native Frogs.

The duties of the Amphibian Specialist Keeper will be incorporated into normal keeping routine and as a taxonomic specialist for Fighting Extinction amphibians. The Amphibian Specialist Keeper will focus on the husbandry of their specific taxon and ensure training of keepers and husbandry standards and animal welfare are maintained at the highest standard.

4. **Reporting Lines**



5. **Accountabilities**

| Key Accountabilities |
|---|
| <p><u>Technical Areas</u></p> <p>General Keeping Duties</p> <p>General keeping duties and those duties relevant to the daily running of ZV Fighting Extinction critically endangered amphibian program.</p> <p>Animal Management in specified taxonomic field.</p> <ul style="list-style-type: none"> • Contribute to design and construction of facilities to hold and breed nominated frog species, potentially affected by catastrophic bushfires and future proof nominated species. • Design and document husbandry procedures to meet animal welfare goals while supporting the implementation of strategies developed by other departments under animal collections planning, conservation and research requirements, interpretations principles, plans and policies. • Conduct regular review of husbandry procedures. • Develop/maintain/implement projects that require expert knowledge/experience. |

- Research document and present specific technical husbandry specifications for exhibit design purposes.
- In consultation with property veterinarians, research and document animal diets and nutrition issues for critically endangered Victorian frogs.
- Advise on issues of animal welfare for critically endangered Victorian frogs.
- Assist the Life Science Manager with appraisal of staff technical skills with critically endangered Victorian frogs.
- Represent the Precinct/Department/Zoo and Zoos Victoria.

Zoo People'

Maintains a work place where Zoo People are respected and valued through the demonstration of ZV vision and values, thus supporting a positive and fulfilling work environment and culture.

- Actively contributes to the team, the department and the property performance.
- Train and mentor department keepers on ZV conservation programs for FE frogs.
- Utilises effective problem solving strategies.
- Communicates openly and honestly whilst respecting others.
- Demonstrates expertise and professionalism in all interactions.
- Behaves in accordance with the Vision and Values of Zoos Victoria.

Safety

Actively contributes to safety at ZV by being aware of the safety policies and procedures and consciously acknowledge them every day, thus ensuring that ZV is a safe place to work.

- Work according to standard operating and safety procedures and within the Safety Circle at all times.
- Interrupt unsafe acts and offer and request help when needed to work safely
- Encourage a "speak up" culture in relation to safety
- Report and remove unsafe equipment.
- Report incidents and hazards within 24 hours of occurrence.
- Actively monitor workplace to identify hazards and take appropriate action to rectify if hazards found.

Qualifications

- Cert III in Captive Animals – *minimum requirement*.
- Animal husbandry professional.
- Demonstrated commitment to ongoing training and professional development.

Skills & Knowledge

- Keeper level Band T – *minimum requirement*.
- Ability to represent the interests of Zoos Victoria in all areas related to captive animal management, conservation, wildlife rescue and rehabilitation pertaining to amphibians.
- Ability to influence others to accept and implement the taxonomic recommendations.
- The ability to work in collaboration with the Life Science Manager and the Life Sciences teams.
- Take accountability for implementing husbandry techniques that may be unproven.
- Strong ability to be flexible in order to meet changing project requirements and new knowledge.
- Demonstrated commitment to the Zoos Victoria Vision & Values.
- Proficient in using a computer, including word-processing, database packages.

Experience

Essential

- Experience as an animal keeper with expertise in amphibian husbandry across a range of taxa with a proven working knowledge of biosecure hygiene management.
- Experience in breeding and raising captive amphibians and proven ability to raise and resolve animal welfare issues with the objectives of Zoos Victoria.
- Demonstrated technical skills in the area of exhibit design and construction including the environmental management of microhabitats, and life support systems for amphibians..
- Demonstrated excellence in both verbal and written communication.
- Excellent interpersonal skills and a proven ability to foster and develop staff expertise and engage with a diverse range of stakeholders.
- Proven ability to implement effective work practices that adhere to OH&S standards and other relevant legislative requirements.
- Demonstrated knowledge and use of animal programs such as ZIMS.

6. Special Requirements

- Immunisations appropriate to working with wildlife as required or willing to undertake immunization.
- Required to work a roster and maintain flexibility appropriate to the needs of the programs. This may include weekends, public holidays and early mornings/late evenings.
- Three month probationary period will apply.
- A current driver's license is required.
- An Employee Status Working with Children Check for external candidates.