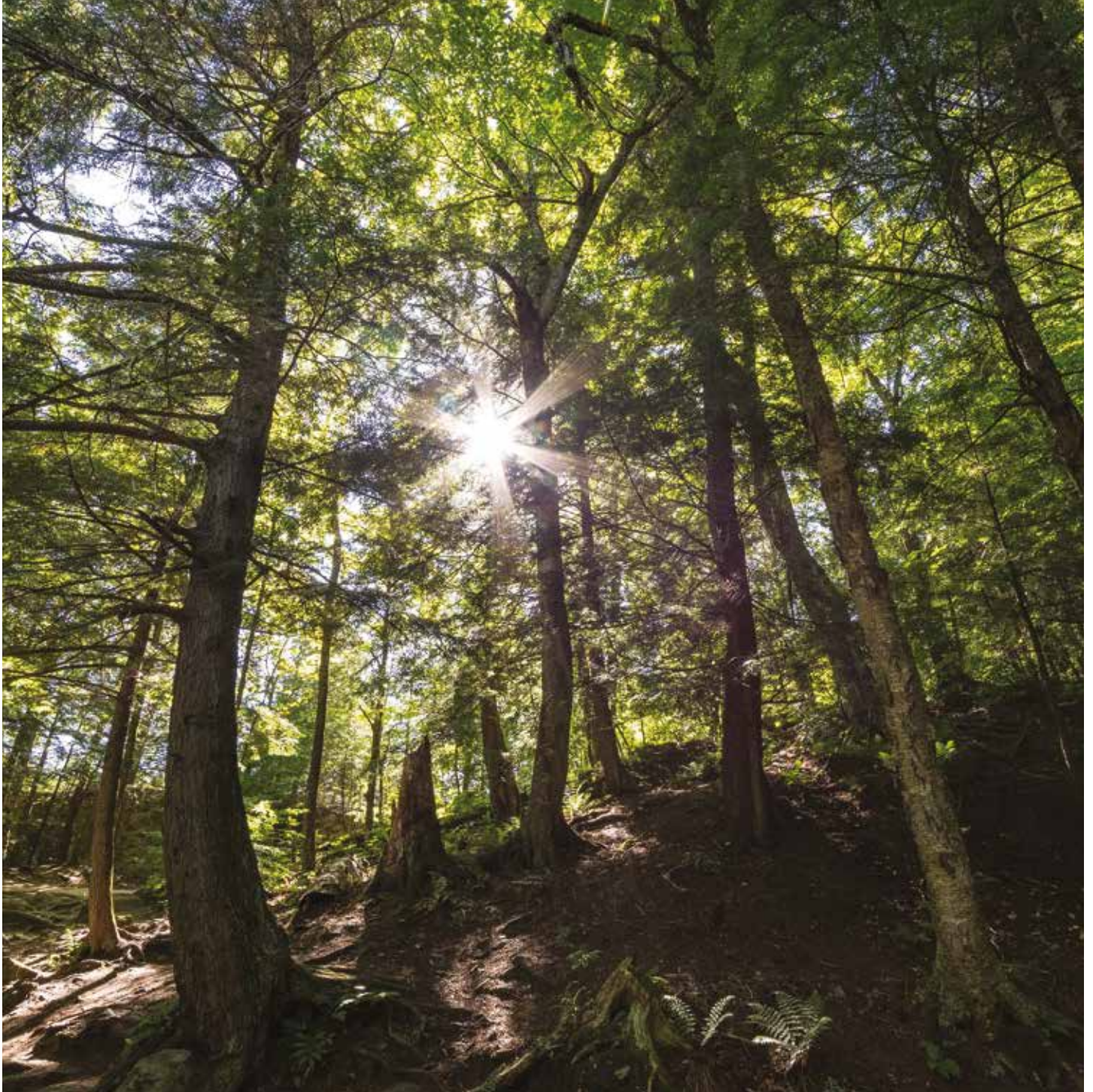




## JOB DESCRIPTION

# HEAD OF VETERINARY SERVICES



**SAVING SPECIES FROM EXTINCTION | [WWW.DURRELL.ORG](http://WWW.DURRELL.ORG)**

**DURRELL WILDLIFE CONSERVATION TRUST** is a Registered Charity with the Jersey Charity Commissioner, registered charity number: 1  
**DURRELL WILDLIFE CONSERVATION TRUST - UK** is registered in England and Wales. A charitable company limited by guarantee. **REGISTERED CHARITY NUMBER** 1121989  
**REGISTERED COMPANY NUMBER** 6448493 **REGISTERED OFFICE** c/o Ogier Global (UK) Limited, 4th Floor, 3 St Helen's Place, London, EC3A 6A



# JOB PURPOSE

The Head of Veterinary Services manages and supports the veterinary operations across the Trust, at Jersey Zoo and re-wilding sites globally, advising on research, strategy and training. This senior role within Durrell provides strategic direction to the Trust to ensure the application of a One Health Approach to veterinary care across the animals under our care.

Managing a department of experienced veterinarians and nurses, the Head of Veterinary Services ensures the highest standards of animal health and welfare are maintained across the Trust. Ensuring legislative compliance with the appropriate local, national and international Regulations pertaining to animal health (including but not limited to the Balai Directive), the movements of animal and biological samples for research and diagnostics, firearms and veterinary drugs.

This role works closely with the Director of Zoo Operations and Curator team to ensure a harmonised approach to animal health, welfare, disease risk and population management across the Jersey Zoo site and wider field sites.

**HEAD OF VETERINARY SERVICES**

**DEPARTMENT**  
Veterinary Services

**REPORTS TO**  
Director of Zoo Operations

**LOCATION**  
Based in Jersey (and supporting field sites worldwide)



# PRINCIPAL ACCOUNTABILITIES

## GENERAL DUTIES

- To manage the Department staff and the day-to-day running of the Jersey Zoo veterinary hospital and veterinary laboratory,
- To improve diagnostic and treatment capabilities, advising as to the most effective equipment required,
- To work closely with the Zoological Director, the Curators and field programme managers in the care and management of the animal collection in the care of the Trust at Jersey Zoo and overseas,
- To ensure compliance with all relevant local and international Regulations. To comply with regulatory controls and institution policy with regard to animal health, welfare and security, biological specimens and veterinary drugs and materials,
- To manage and be responsible for all health and safety within area of responsibility,
- To keep up to date with current best practice and maintain a programme of continued professional development,
- To lead, motivate and develop all staff within the department and ensure that they are adequately trained and supervised,
- Ensure all staff within Department are offered suitable opportunities for CPD,
- To provide regular training sessions in emergency immobilisation for designated dart gun users,
- To supervise clinical and research investigations and contribute directly to such investigations as necessary,
- To manage annual Department budgets, purchase requests, staff recruitment, maintenance requests and servicing,
- To supervise and instruct volunteers, trainees or veterinary students working within the Department,
- Consulting on veterinary legal and welfare aspects of research projects and collaborative studies,
- To provide veterinary oversight for the Trust's overseas projects and associated veterinary staff, either directly on-site or indirectly via communication as required,
- To further develop Durrell's Veterinary Services looking for opportunities to expand the services, increase commercial activities and provide support to Durrell field programs.

## CLINICAL AND PATHOLOGY DUTIES

- To take responsibility for and organise the veterinary care of the Jersey Zoo animal collection and the provision of veterinary cover on a rota basis,
- To maintain the highest standards of health and welfare in the animal collection and to further develop programmes for evidence-based preventative zoo health, and welfare-focused conservation medicine, veterinary healthcare and disease control,
- To undertake medical and surgical procedures so as to maximise the health, welfare and appropriate reproductive success of the animal collection, in collaboration with the Animal Departments and within the context of EEP requirements,
- To supervise the pre-export and import health screening of animals leaving or being introduced to the Jersey Zoo site, according to the relevant export health certification, known health concerns and EAZA/EAZWV Guidelines to ensure the animals due for import and export are disease free and medically fit for travel,
- To act as quarantine officer in compliance with DEFRA and Jersey Regulations,
- To keep and analyse full and accurate medical records on Species360 ZIMS Medical and to communicate findings regularly to management and animal staff.
- To ensure the maintenance of data and pathological material archives for scientific study and arrange the dissemination of such material to collaborating institutions.

## OTHER DUTIES

- To assess, create and update as required, risk assessments as regards the Departments activities, equipment, and zoonoses and ensure staff compliance,
- To review, maintain, evaluate and update as needed the Trust's veterinary procedures,
- Visit field sites as required to support field programmes in general and veterinary work in particular and further develop links across the Trust to audit veterinary elements,
- Maintain all veterinary processes for the Trust,
- To sit on and be an active member of the Trust's Committees as required. Vet reports to these committees and the Board of Trustees will be required,
- To participate in the emergency response teams,
- To take part in supporting the development of visiting and Academy students, courses and lectures, as required,
- To answer queries from media and the visiting public, to organise tours and talks on the work of the Trust to visiting colleagues, scientists and students. If requested to entertain and educate VIPs and to give interviews, talks and lectures,
- Take an active role within the EAZA and EAZWV veterinary communities and to give verbal and written presentations of the Trust's work if requested,
- Actively propose, undertake and publish relevant research, news stories and scientific documents aligned with the Trust's strategic objectives.

## WORKING CONDITIONS

**Basic hours for the post are 41.25 hours a week.**

The post holder will be required to work as part of the Department rota and the duty manager rota, which will include weekend working, on-call duties and occasional late or early starts and finishes; and to work any additional hours necessary to satisfactorily fulfil the responsibilities of the post.





# KNOWLEDGE, SKILL AND ABILITY

- Strong leadership skills, with the ability to lead and motivate a high-performing team to achieve organisational objectives,
- Extensive experience in zoological medicine and zoo health and welfare is essential,
- Able to work in a multi-disciplinary and multi-stakeholder environment, able to collaborate with others and navigate change and promoting a positive culture of evolution and refinement,
- Experience in a senior leadership role within a zoological collection, university setting or veterinary practice,
- Experienced in managing a team, staffing rotas and budgets constraints,
- Proven experience working with primates (including but not limited to prosimians, great apes and Callitrichids), birds and reptiles, with professional interests in pathology, preventative zoo health and animal welfare science,
- Experience with exports and imports, and veterinary controls of live animals and biological material
- Good administrative and IT skills, including working knowledge of standard software packages including word processing and databases,
- Experience in diagnostic imagery, anaesthetics, post-mortem investigation and surgery,
- Proficient in the use of Species360 ZIMS Medical,
- The post holder is required to be registered in the Royal Court of Jersey and must therefore be a registered Member of the Royal College of Veterinary Surgeons (MRCVS) or eligible to become a member before appointment to the position,
- Further post-graduate qualification in zoological medicine (e.g., MSc, CertAVP),
- Diplomate status of the European College of Zoological Medicine (Zoo Health Management) desirable,
- The post holder must be a strong team player with a reliable, inclusive, and collaborative approach and be able to work unsupervised in a multi-disciplinary environment,
- Current driving licence required.



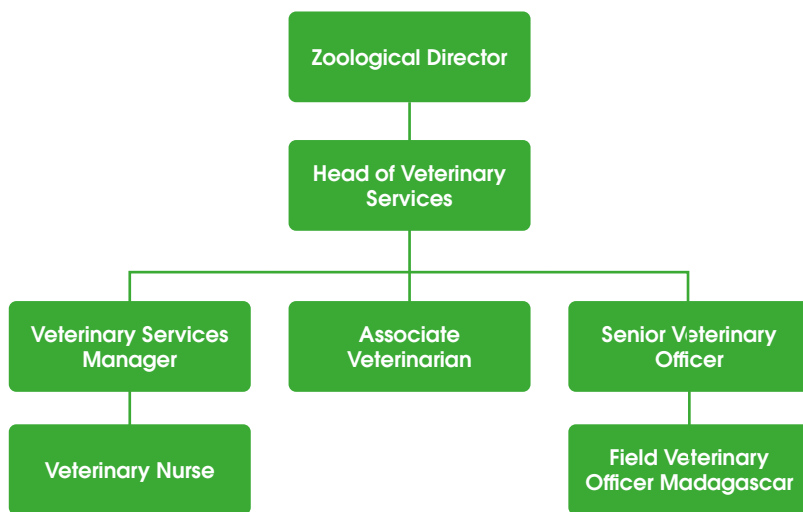
# BEHAVIOURS AND VALUES

- Powerful advocate for and passionate about wildlife conservation,
- Strategic, logical, and optimistic thinker,
- Proven successful leader,
- Personable and approachable demeanour,
- Collaborative and supportive working style,
- Calm and considered approach,
- Positive outlook and 'can do' attitude,
- Maintains a professional, polite, and respectful level of communication with colleagues at all levels,
- Ability to remain calm under pressure.

To reflect future changes within the Trust the scope of this role will be regularly reviewed and may evolve to meet changing needs. Any changes will be agreed in advance with the post holder and confirmed in writing.



# TEAM ORGANOGRAM



## INTRODUCTION TO DURRELL

Durrell Wildlife Conservation Trust is an international charity working to save species from extinction. Headquartered in Jersey in the Channel Islands, Durrell focuses on the most threatened species in the most threatened places.

Established by author and conservationist, Gerald Durrell, in 1959, Durrell delivers its conservation mission through our three integrated core areas of operation:



**A centre of excellence  
in animal husbandry,  
research, training and  
education**



**Training future  
conservation practitioners  
and monitoring and  
evaluating conservation  
science which underpins  
all Durrell activities**



**Conservation action  
where it is needed most**

With a track record of 60 years, Durrell leads some of the world's longest running and most successful species and habitat recovery programmes. The quality of our work is equally as important as how we deliver it. Our values, underpin how we approach our work and the work environment we create.

# OUR VALUES

## PURPOSEFUL

We are clear on why we do what we do, are connected as an organisation, we understand and demonstrate enabling / delivery, we are passionate about what we do and work tirelessly to achieve it.

## ACCOUNTABLE

We are accountable for our actions; we act with integrity and always have the best interests of the Trust at heart. We take it upon ourselves to update our knowledge and deliver excellence, and our ethics are of the utmost importance.

## SUPPORTIVE

We develop and encourage our staff, we work as a team, work well with other departments and trust and respect each other. We promote a learning culture, treat people fairly, encourage diversity in the workplace, and value the opinions and views of others.

