

## **Curator & Zoo Manager**

A senior leadership role combining strategic curatorial oversight with operational management of the UK's only crocodile zoo. This is a newly created position, reflecting continued growth and future ambition.

Join a unique and growing specialist collection at a pivotal stage of development.

**Location:** Brize Norton, Oxfordshire

**Salary:** £42,000 – £50,000 (DOE, inclusive of allowances)

**Reporting to:** Zoo Director

## **About Us**

At Crocodiles of the World, we are proud to be the UK's only dedicated crocodile zoo, delivering exceptional standards in animal welfare, conservation, and education. Our organisation plays a critical role in global conservation breeding programmes, public engagement, and scientific research.

Following a period of sustained growth and strategic development, we are excited to introduce this brand-new senior leadership position. This is an exceptional opportunity to join the organisation at a pivotal moment, contributing to the evolution of our collection, operations, and long-term vision.

## **The Opportunity**

We are seeking an accomplished and forward-thinking Curator & Zoo Manager to join our senior leadership team. This role offers both strategic oversight and operational leadership across all aspects of the animal and plant collections, ensuring the highest standards of welfare, compliance, and professional excellence.

Given the specialist nature of our collection, this position requires strong reptile knowledge and experience, with the ability to provide informed oversight of crocodylian and specialist reptile collections while working alongside experienced subject-matter experts. You will play a central role in maintaining and advancing best practice in reptile husbandry, welfare, and collection management.

As a key ambassador for the organisation, you will play a central role in strengthening our reputation within the zoological community while driving innovation, collaboration, and continuous improvement across departments.

## **Key Responsibilities**

### **Collection & Animal Management**

- Provide strategic oversight of all animal and plant collections
- Lead long-term species planning, including acquisitions, dispositions, and conservation breeding programmes
- Ensure all husbandry and welfare practices meet or exceed industry best practice

### **Departmental Leadership**

- Line manage the Conservation, Education & Research Manager, Compliance Manager, and senior keeping staff
- Lead recruitment, training, and professional development across animal teams
- Foster a high-performing, collaborative culture aligned with organisational values

### **Compliance & Accreditation**

- Ensure full compliance with licensing requirements and recognised industry bodies, including BIAZA and EAZA
- Lead preparation for inspections, audits, and accreditation processes
- Oversee accurate and robust record-keeping and documentation

### **Operational Leadership**

- Participate in the Duty Manager rota, providing visible and effective on-site leadership
- Lead emergency planning, incident response, and risk management protocols
- Represent the organisation at industry forums, conferences, and professional networks

### **Financial & Resource Management**

- Manage departmental budgets, resources, and operational efficiency
- Contribute to fundraising initiatives, partnerships, and grant applications

### **About You**

We are seeking a credible and experienced zoological leader with strong reptile knowledge, combined with the ability to lead, support, and develop high-performing specialist teams. You will be confident providing informed oversight of a complex and unique collection, while empowering subject-matter experts to excel in their roles.

## **Essential Experience**

- Significant senior management experience within a zoo or wildlife collection
- Demonstrable experience working with reptiles, with a strong understanding of husbandry, welfare, and behavioural management principles
- Experience overseeing collections or working alongside specialist teams and subject-matter experts
- Strong knowledge of animal welfare standards and collection planning
- Demonstrable experience with licensing, compliance, and regulatory inspections

## **Essential Skills**

- Proven leadership capability with experience managing multidisciplinary teams
- Ability to lead, support, and develop specialist staff, fostering a collaborative and high-performance culture
- Strong strategic thinking, planning, and organisational skills
- Excellent communication and stakeholder engagement abilities
- Sound understanding of BIAZA and EAZA standards

## **Desirable**

- Experience representing an organisation within the zoological or conservation sector
- Background in conservation, education, or research strategy development
- Knowledge of conservation funding, partnerships, or project management
- Experience in public engagement or educational programme delivery
- Experience working with, or overseeing, reptile-focused or specialist zoological collections

## **Eligibility**

- All applicants must have the legal right to work in the United Kingdom. Unfortunately, we are unable to provide visa sponsorship for this role.

## **Additional Information**

- Participation in a Duty Manager rota is required, including some weekends and bank holidays
- This is a hands-on leadership role, combining strategic direction with operational involvement

### **Why Join Us**

This is a rare and exciting opportunity to take on a senior leadership role within a unique and growing organisation. As the UK's only crocodile zoo, we offer an unparalleled working environment and the chance to make a meaningful impact on conservation, education, and animal care at both a national and international level.

### **Salary and Benefits**

- Salary of £42,000 – £50,000 per year (DOE)
- 30 days annual leave including bank holidays
- Opportunities for professional development
- Staff discounts and benefits (where applicable)
- The opportunity to work in a unique and inspiring environment

### **How to Apply**

Please submit your CV and a short covering letter outlining your suitability for the role to:

[jobs@crocodilesoftheworld.co.uk](mailto:jobs@crocodilesoftheworld.co.uk)

Closing date: Friday 30th April 2026

**Interviews will be held in person at Crocodiles of the World**