



Senior Keeper – Exotics

~Ungulates, Carnivores or Primates~

- Full-time, permanent role, 40 hours per week, working 5 days on a set roster.
- 5+ years' animal husbandry experience.
- Assist our team to provide care for a range of species.
- \$60,000 - \$62,000 per annum.
- Weekly Tool and Footwear Allowance.

As Orana approaches its 50th year, we are reflective and determined to continue achieving our conservation goals. We are looking for team members to help us continue our mission to connect people with nature, and to educate and inspire our community towards creating a bright future for the next 50 years, and beyond.

He angitūtanga: The opportunity

Applications are open for a position as a Senior Animal Keeper, where you will **help** provide leadership to our keeping team across one or more of our Exotic Species sections (either Carnivore, Ungulates and/or Primates). The key duties of this role will involve bringing high standards of husbandry and daily care to meet the **welfare needs** of our animal collection, as well as training and supervising our animal keepers and work experience students. You will help guide and implement training programs, enrichment activities and husbandry practices that **prioritises the health** and **well-being of our animals**. Furthermore, the role will involve **inspiring visitor experiences** that encourage action for wildlife conservation and environmental protection.

Mō mātou: About Us

Orana is owned and operated by Orana Wildlife Trust, a registered charitable trust and not-for-profit organisation. Conservation is a core part of our mission and the key reason Orana exists. Our on-site **habitat restoration** and predator pest control programmes provide a connecting wildlife corridor and safe haven for some of Canterbury's most threatened species.

Orana Wildlife Park participates in many **zoo-based breeding programmes** in partnership with the World Association of Zoos & Aquariums (WAZA), the Zoo & Aquarium Association Australasia (ZAA), DOC and others. We are committed to continuing our efforts towards these breeding programmes into the future.

He kōrero mōu: About you

You will need a **minimum of 5 years'** proven animal husbandry experience, working with a variety of exotic mammal species including carnivores, ungulates or primates. Preferably, the successful candidate will have demonstrated experience working alongside various ungulate species.

You will possess:

- A high level of **energy** and **physical fitness** is required to enable you to meet the daily challenges of the role.
- A proven ability to provide **leadership** and **training** to other keeping staff.
- **Passion** for animal care and welfare and a contributor to a positive work culture.

- A responsible, **mature outlook** with an ability to build quality internal relationships across all staff teams.
- **Emotional intelligence** to understand the challenges of day-to-day operations of zoo animals and people.
- A contributor towards **open communication** that extends to all areas of our organisation.
- Strong **practical and problem-solving** skills (e.g. fence repairs, working with tools and creative thinking).
- Demonstrated **commitment to the conservation** of species and ecosystems.
- **Full driver's license** and the ability to drive a manual vehicle.
- Recognised **qualifications** in Captive Animal Management and/or Zoology/Biology.

You will need to demonstrate a thorough understanding of the role nutrition plays in the welfare of zoo animals, and an understanding of the **5 domains of animal welfare**.

Ngā āhuatanga kei a mātou: What we offer

You will join an incredibly **passionate** team who are **committed** to their animals and the conservation efforts Orana plays in the wild.

This is a **full-time**, permanent position, working on a set 40 hours, 5 days per week roster including some weekends and public holidays. The rostered days of the positions are yet to be determined. The salary range for this position is \$60,000 - \$62,000 gross per annum.

As a member of our team we are able to offer you:

- A workplace dedicated to fostering positive team culture through our four core values: **Care, Empathy, Engage and Courage**.
- Access to Employee Assistance Program (**EAP**) including numerous helpful resources and webinars.
- Opportunities for **involvement** through staff forums such as our Health and Safety Committee and Culture Committee.
- Pathways for personal growth and **development**.
- A full **uniform** supplied plus a non-taxable allowance paid weekly to cover footwear and a basic tool kit.
- Annual flu vaccination.
- Ample free parking on site.

Ētahi atu kōrero: Extra information

- You must be a NZ/Australian citizen or hold/be eligible for, a NZ work visa to apply. We are willing to work with the right applicant to obtain a work visa if necessary.
- All successful applicants are subject to a pre-employment drug and alcohol test.
- Animal Keepers are required to be vaccinated against Hepatitis A, Hepatitis B and have a current Tetanus booster.
- Reliable transport is required to get you to the Park.

*If you are adaptable, open-minded, with a desire to push yourself to benefit conservation and animal welfare, **APPLY NOW** through our website link. Please include a letter of introduction with your CV.*

*Applications close on **Sunday 22nd February 2026, 5pm**.*

Position Description

Position Title:	Senior Animal Keeper
Company:	Orana Wildlife Park
Position Size:	1.0
Physical Location:	793 McLeans Island Road, Harewood, Christchurch
Responsible to:	Manager Exotic Species

Primary Function of the Position:

The position of Senior Animal Keeper carries significant responsibility for providing the day-to-day care and feeding of the animal collection at the Park as well as ensuring that the assigned section is maintained to a high standard. Leadership and training of other keeping staff will be required by implementing training programmes, enrichment activities and husbandry practices that prioritise the health and well being of the animal collection.

The Senior Animal Keeper also plays a key role in delivering conservation and advocacy messages to the public, supporting Orana’s mission to provide world-class animal care and education.

Functional Relationships: <ul style="list-style-type: none">• Native Fauna Manager• Exotics Manager• Animal team keeper staff• Maintenance and Development Manager• Maintenance staff• Visitor Services staff• OWP volunteers• Education and Engagement Manager• Education and Engagement staff• Chief Executive Officer• Administration and Compliance Manager• Marketing, PR and Visitor Services Manager• Retail and Reception Manager• Administration and Retail staff	External Relationships: <ul style="list-style-type: none">• OWP audiences, e.g. general public, retirement communities, local schools, work experience, etc• Tourism, zoo & aquarium and other industry peers• Suppliers and contractors
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Decision Making Authority:

Team Members Responsible For:	0 (supervision of staff will be required)
Expense Budget Responsible For:	0

Key Responsibilities:

1. Animal Care and Husbandry

- Knowledge of the Five Domains Animal Welfare Model and its application in a practical setting that include proper animal husbandry procedures and techniques for each section(s).
- Comprehensive understanding of ‘sections’ as assigned by the Animal Manager. Rotation between sections may be required on a rostered basis.
- Familiar with the diets of animals and diet preparation on assigned section(s).
- Ensure that enrichment is provided regularly to all animals in their care.

	<ul style="list-style-type: none"> • Knowledge of safety procedures and equipment to ensure effective and independent operation – with competency assessments completed as required. • Effect routine maintenance to all facilities in work areas and immediately report all damage, repair needs and ideas for improvements to the Animal Manager. • Input into the planning and implementation of section improvements.
2. Records	<ul style="list-style-type: none"> • The Animal Keeper will be responsible for the accurate, timely entering of all animal related data into the animal record keeping system, ZIMs. This can include but not limited to: <ul style="list-style-type: none"> ○ all animal data (births, deaths, behaviour, etc); ○ transfers; ○ medical information; ○ maintenance; and ○ enrichment.
3. Special Projects	<ul style="list-style-type: none"> • Undertake special projects as part of a Personal Development Plan (PDP) as agreed with the Animal Manager. Projects will align with the keeper's section or broader animal management priorities and will include agreed timelines and outcomes. • Ensuring workload priorities are identified and achieved with given timeframes.
4. Staff Duties	<ul style="list-style-type: none"> • Consistent presentation of a positive, professional attitude that aligns with the Code of Conduct. Commitment to encourage and promote positive, professional behaviours amongst other staff members. • Supervision of volunteers and people on work experience or those taking part in basic training. • Supervision of other staff and involvement in section/husbandry training. • Strong communication skills to ensure critical information is shared and passed on to relevant people (including other keepers and managers).
5. General	<ul style="list-style-type: none"> • Public relations work will be required to deliver conservation and advocacy messages, e.g. presentations to public, behind the scenes tours or talks to school groups. • Attend workshops as required to further development. • Any other tasks or activities required within the role from time to time.
Key Challenges of the Position:	
<ul style="list-style-type: none"> • Onus for providing and maintaining sections to a high standard of animal welfare according to the Five Domains Model. • Being adaptable to change as animal welfare can change scheduled plans. • Ensuring that the coordination of expected duties and outcomes are managed given Orana's expansive environment. • Creativity and "out of the box" thinking is encouraged to ensure responsibilities and duties are met. 	
Key Benefits	
<ul style="list-style-type: none"> • Working in a dynamic, supportive environment with a talented team that values creativity and collaboration. • Opportunities for professional development. • The chance to make a positive impact on people, wildlife conservation and education. • The chance to work at an exciting location with incredible native and exotic species. 	

Person Specification

Formal Education:

- Secondary or Tertiary education providing a solid base for written skills and comprehension.
- Recognised qualifications in Captive Animal Management and/or Zoology/Biology.

Specialist Training and Experience (desirable):

- A minimum of 5 years' experience in animal care/animal observation in a zoo or similar setting.
- A proven track record of innovative husbandry including the development of training and enrichment programmes.
- An ability to provide leadership and training to other staff.
- Demonstrated commitment to the conservation of species and ecosystems.
- Full Drivers Licence is required.

Specific Knowledge & Skills for the Position:

- Demonstrate a thorough understanding of the role nutrition plays in the welfare of zoo animals and an understanding of the **5 domains of animal welfare**.
- A high level of energy and physical fitness to enable you to meet the daily challenges of the role.
- An ability to work well in a team and also independently to ensure tasks are completed efficiently and with minimal supervision.
- A desire to keep learning with ongoing training and development to ensure best-practice standards in animal husbandry, as well as attendance at workshops and conferences from time to time.
- Effective communication skills to staff and visitors in the park, to ensure that key messages are delivered with accuracy to ensure tasks and objectives can be met.
- Enjoyment of presenting informative talks to Park visitors at public feeding sessions and during special Park tours.
- A high level of communication amongst the team to achieve the assigned goals and objectives.

Personal Qualities:

- Strong problem-solving skills, ability to identify issues and offer practical solutions.
- Great communication skills to effectively collaborate with team members and contribute to a positive team culture.
- Strong adaptability skills to respond to changing priorities.
- Demonstrates enthusiasm and a strong desire to grow within a progressive and collaborative team.
- Emotional intelligence to understand the challenges of day-to-day operations of zoo animals and people.