

Site Biodiversity Manager Conservation Grade B1

Reporting to:	Conservation Programmes Manager
Direct reports:	None, but to be supported by volunteers and staff where appropriate, and work closely with other teams (e.g. Estates)
Working Pattern:	Monday to Friday – 37.5 Hours (1-hour unpaid lunchbreak), with occasional weekends.
Salary:	£32,000

About Us:

Twycross Zoo is a fantastic conservation and education charity and historic organisation that has existed for over 60 years. At the heart of what we do, the reason we exist, is to be an influential conservation and education charity, delivering on our commitments to be guest obsessed and provide world-class animal environments and levels of husbandry. Alongside this, we strive to be an effective charity with a commercial mindset, putting our people at the heart of the organisation.

This is an exciting opportunity to join our conservation charity, as we are in a position to more than quadruple the size of our current 4ha Nature Reserve.

Key Objectives:

- Implement the 2024-2028 Biodiversity Action Plan for the Twycross Zoo Nature Reserve, as well as developing a wider sitewide BAP
- To help achieve the strategic '30x30' target by coordinating habitat creation and management
- Evidencing the effectiveness of habitat management by coordinating biodiversity monitoring activities
- Coordinating *in situ* species conservation projects based on the zoo site (e.g. white-clawed crayfish)

Key Responsibilities:

- Manage the Biodiversity Action Plan for the Twycross Zoo Nature Reserve and zoo site, working with relevant experts.
- Plan and oversee habitat creation, e.g. woodland planting and wetland creation, to support achieving the '30x30' target.
- Coordinate internal teams (e.g. Estates and Horticulture) and zoo volunteers to deliver habitat management on the Nature Reserve and across the zoo site.
- Coordinate habitat assessments, biodiversity surveys, and species monitoring efforts on the zoo estate. This includes coordinating Twycross Zoo staff volunteers as well as working with external partners and experts where necessary.
- Provide ecological advice to internal teams to ensure biodiversity considerations are integrated into operations and planning.
- Coordinate *in situ* species recovery projects based on the zoo estate to support 'Reverse the Red' targets (e.g. white-clawed crayfish).
- Work closely with Conservation Education teams to enhance the visitor experience through UK biodiversity events and training.

- Seek external funding to enable project implementation.

Key Skills and Requirements:

- An undergraduate degree in ecology, conservation biology, environmental science, or a related discipline. A master's degree is desirable.
- Prior experience/understanding of habitat assessment methodology and habitat management techniques in the UK.
- Experience developing or delivering Biodiversity Action Plans or habitat management plans.
- Experience of managing and analysing ecological datasets.
- An understanding and interest in the role of zoos in conservation and research, a passion for conservation and interest in supporting populations of threatened species in the UK.
- Experience of grant writing and securing external funding for conservation projects.
- Experience of leading teams to successfully deliver projects to completion.
- The ability to liaise with many different internal and external stakeholders.
- Ability to be self-led and work independently.
- A full clean driving license and access to vehicle.
- Excellent time management skills.
- GIS or habitat mapping experience (desirable).
- Protected species licenses (e.g. bats or great crested newts) – (desirable).

Why Join Us?

- Work at a leading conservation charity with a growing national impact.
- Lead transformative, large-scale biodiversity projects across a dynamic zoo estate.
- Be part of a passionate, supportive team making a real difference for UK wildlife.

Benefits

Just some of the benefits include;

- 31 days annual leave, including bank holidays
- Life assurance
- Company sick pay from day one of absence, once successfully completed probation period
- Access to discount platform
- Staff membership card giving you free entry to the zoo on your days off
- Complimentary Twycross Zoo ticket allowance for friends and family
- Discount in the Twycross Zoo gift shop
- Discount in Twycross Zoo food and beverage outlets
- Monthly recognition award scheme
- Access to employee assistance services
- Free parking

How to Apply

To apply for this role, please submit your CV and cover letter to human.resources@twycrosszoo.org by 5pm on Monday 13 April 2026.

All applications for this vacancy are to be submitted directly to the Company, and strictly no agency calls or agency CV submissions.