

## Team Leader – Birds, Invertebrates and Herptiles

**Location:** Twycross Zoo, Atherstone  
**Salary:** £31,662 per annum

**Application deadline – Until filled**

### Zoo Details

Twycross Zoo is an award-winning conservation and science-led zoo in the heart of England. We are rapidly growing and welcoming over 700,000 people every year to our 100-acre site near Atherstone.

This is an exciting time to join us as we enter a period of significant investment and development in the animal species on site. Joining us now will provide the ideal opportunity to drive positive change and help shape the future of our conservation efforts across multiple taxa.

The bird, invertebrate and herptile section has expanded and developed significantly across the last two years. In spring 2025 a dedicated facility for herptiles and invertebrates was created, to showcase these species to the public, but also provide infrastructure and space to manage them more effectively. The herptile and invertebrate collection has grown in this time, increasing the species within these taxa from 15 to 27.

As part of our documented conservation strategy linked below, this increase has clear focus on increasing the conservation value of the department across all taxa. Species choice is based on factors such as IUCN rating and EEP involvement to ensure we are prioritising our efforts in the most useful ways for the zoological community. 24 of 41 species in this section are part of EEPs, and 19 are vulnerable or above on the IUCN rating. Key species including Fiji banded iguana, Roti Island snake necked turtle, Laos warty newt, Desertas wolf spider and Ecuadorian Amazon Parrot. This role would be expected to engage and feed into this decision-making process to help us achieve our conservation goals ([twycross-zoo-conservation-strategy.pdf](#)).

### The Role:

Reporting to the Assistant Curator, you will support them in ensuring that all elements of animal and team management are carried out effectively and safely. We'd expect you to be a role model for the company values in all areas of your work, ensuring your colleagues feel empowered to consistently deliver outstanding results.

### With line management responsibility for a keeping team, as the Team Leader of Birds, Invertebrates and Herptiles you will:

- Support the Assistant Curator in ensuring high standards of animal wellbeing and the presentation of all the zoo's birds, herptiles and invertebrates. Regularly assess our animal management, recommending areas for improvement to the Assistant Curator.
- Take a leading role in the development of the section, in particular when making recommendations regarding the herptile and invertebrates under our care.
- Provide excellent leadership, helping to embed a solution focussed approach to challenges whilst striving for a positive team culture and engagement.
- Support the Assistant Curator with team management including, but not limited to, rota management, training and development, performance and completion of formal HR processes as necessary.
- Deputising for the Assistant Curator when needed.
- Assume duty animal manager responsibilities on a rota basis with the other senior animal staff, including taking the lead role in the event of an animal emergency.
- Be part of the team ensuring the security of the zoo premises and grounds. This includes being a member of the firearms/recapture team unless medical or legislative reasons prohibit it.
- Ensure that the zoos policies, procedures and protocols are followed at all times. Update and review all relevant risk assessments and standard operating procedures as necessary.
- Ensure all animal records are correct and recorded by the team to the required standard. Ensure they are communicated across the organisation as required.
- Be proactive in the support and facilitation of work from other departments, including zoo-based research, conservation education and animal services. Show initiative in the suggestion of beneficial zoo-based research for the relevant species.
- Work closely with other departments such as veterinary and maintenance, taking a proactive approach where animal health and welfare is affected.

- Support the teams involved in project planning and implementation, take an active role in species and exhibit planning.
- Understand the work of BIAZA and EAZA and play an active role where possible.
- Willing to be trained as a first aider and be on call as part of the first aid duty rota.

You'll work 37.5 hours per week on average, 5 days out of 7 on a two-week rolling rota.

#### **Our Requirements:**

- Obtained at least a BSc (or equivalent experience) in an animal or conservation related subject.
- Achieved the DMZAA (or equivalent) qualification *Desirable*.
- Extensive specialist knowledge of the modern practices for the keeping of a wide taxonomic range of herptiles and invertebrates.
- Significant experience in the modern practise for keeping of avian species. *Desirable*.
- Up to date best practice knowledge for species management and be highly motivated in the delivery of these high standards
- Proven ability in efficiently managing or supervising a team. Able to demonstrate leadership to a variety of people with a flexible and calm working style
- Knowledge of breeding programme management and the wider role of modern zoos in species and habitat conservation, with some understanding of species planning.
- Excellent time management skills with the ability to prioritise work; producing high quality work in an efficient and timely manner
- IT competence in Microsoft Office and ZIMS
- Flexibility in working times and duties is a key requirement.
- Physically able to complete section work as required.

#### **Benefits**

Just some of the benefits include;

- 31 days annual leave, including bank holidays, increasing with length of service
- Life assurance
- Company sick pay from day one of absence
- 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

#### **More About Us:**

Twycross Zoo is at the forefront of conservation, education and research. We have a strong commitment to our award-winning education programme, aiming to increase the level of awareness, knowledge and understanding of visitors about our animals. We aim to inspire visitors to support biodiversity conservation in any way they can.

Across the next two years, construction will be completed on the Global Conservation Centre following a £20 million grant. This is a state-of-the-art facility opening in 2027 to house various endangered species across all taxa, including multiple vivariums. This role would be expected to influence the design and functionality of this facility. Alongside this, several other projects impacting and improving this department are already in progress.

The Global Conservation Centre will support vital work around species conservation. It will bring together experts in conservation science and train the next generation of conservationists, whilst offering researchers from around the world the opportunity to study a great variety endangered species, in naturalistic complex environments. The facilities will include a lecture theatre, classrooms, and laboratories alongside new animal habitats. You can find more information here [Twycross Zoo announces £25million investment to create 'Global Conservation Centre'](#)

# TWYCROSS ZOO

## How to Apply:

To apply for this role, please submit your CV and cover letter to [human.resources@twycrosszoo.org](mailto:human.resources@twycrosszoo.org).

Please note that shortlisting and interviews for this role may take place while the advert is live and the advert will close as soon as a successful candidate is appointed. Interested candidates are therefore encouraged to submit an application as soon as possible.

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