

Job Description

Role Title:	Animal Welfare and Science Technician
Normal Place of Work:	Kingston Maurward Campus
Line Manager:	Head of Curriculum and Skills

Main purpose of role

To be the primary carer for all the animals in the Coneygar and Animal Park collections. You will be expected to monitor and maintain the health, welfare and husbandry of the animals under your care to an exceptional standard. Supporting learners during practical lessons and internal work experience, whilst interacting with visitors to the Animal Park and coordinating resources for lecturers are also vital aspects to this varied role in the Animal Welfare & Science department.

What we stand for:

Here at Coastland College, we have one purpose which stands as an ever-present and unchanging reminder of why we're here: to inspire our students and apprentices for individual success beyond expectation, ensuring that they are future-ready and prepared for today and tomorrow's world.

We're proud of who we are and the ambitious, dedicated teams who always strive to bring out the very best in our students. Recruiting more brilliant individuals who share our values and passion is so important to us, so do our values speak to you?

We are Connected: Inspired by our heritage, we play a key part in a collaborative ecosystem – where everyone has a platform to grow, contribute and make an impact beyond borders.

We are Courageous: In our relentless pursuit of excellence, we embrace challenges both big and small – we have the determination to succeed, through deep-rooted curiosity and resilience.

We are Dynamic: We embrace innovation, technology, industry advances and hands-on learning, in everything we do – helping and challenging employers to ensure they thrive in their sector.

We are Empowering: We create opportunities for all; our staff, our students, our community, the economy and the world – opening doors and helping everyone achieve their full potential.

We are Welcoming: We celebrate diversity, ensuring a safe, inclusive, supportive and sustainable environment for all – a space where everyone is valued and treated with respect.

What will the job entail?

- Carrying out all daily husbandry tasks for the animals within the animal collections ranging from small mammals to livestock, reptiles and equids.
- Monitoring the safety and wellbeing of all the animals within the collection and constantly striving to improve animal welfare; raising concerns at the earliest opportunity to ensure that any remedial action is taken.
- Ensuring the collection is secured at the start and end of the day.
- Maintaining the enclosures and surrounds/fencing to a safe standard.
- Ensuring the safe storage of any medicines and/or hazardous materials on site, following COSHH guidelines.

- Ensuring the correct diet is given to animals, following feed sheets and ensuring fresh water is available daily and at all times.
- Identifying and ensuring that any sick or injured animals receive the appropriate care they need in a timely way, reporting issues and concerns to managers.
- Ensuring animals are kept in optimum conditions for their type and species so that they may thrive and demonstrate typical behaviours. This involves the monitoring of lighting, temperature, humidity, ventilation and any other environmental factors.
- Taking and accompanying animals to the vet as necessary, liaising with vets/vet nurses when needed.
- Assisting with developing and expanding the collections, supporting breeding plans, enclosure improvement and collection planning.
- Completing all animal records (online and paper based) to set/agreed deadlines.
- Maintaining equipment; identifying reduced stock levels and informing when stocks are low, to enable reordering.
- Supporting students in their practical activities and preparing resources for teaching sessions.
- Monitoring attendance, punctuality and academic progress of students during practical sessions and to provide reports on learner progress (when relevant).
- Ensuring all staff, visitors and students follow set risk assessments and adhere to the highest standards of health and safety within the animal collections.
- Engaging with members of the public at the Animal Park.
- Liaising with other departments and colleagues around the safe use of shared college resources.

All Staff Responsibilities, regardless of role:

- Embed safeguarding into all working practices and escalate any safeguarding concerns immediately in line with the College's safeguarding policy. All new employees to the College are required to complete and obtain an enhanced DBS disclosure. Further information will be sent to all prospective employees as part of the application process.
- Adhere to Health and Safety best practices and ensure a safe working environment for everyone, according to the Health and Safety at Work Act.
- Champion and be an advocate for Equality and Diversity throughout the College, complying with all related policies and their recommendations.
- Model and promote employee values and behaviours in accordance with the Staff Code of Conduct.
- Actively participate in your appraisal, contributing to a culture of courageous self-reflection, empowerment and professional growth.
- Positively represent and promote the College both internally and externally, acting as an ambassador.
- Contribute to cross College events, supporting and promoting the College across both campuses.
- Undertake appropriate personal and professional development activities engaging with the cross-College staff development and health and wellbeing activities.
- Use all available resources efficiently and effectively, in line with environmentally and sustainable practices.

Note: This job description sets out the main responsibilities for the post, however, is not intended to be an exhaustive list. Specific duties may change from time-to-time without changing the general nature of the post and the post holder is expected to be flexible in the range of responsibilities undertaken.

Person Specification

Shortlisting is completed by hiring managers against the Person Specification, so this is your chance to showcase what you can offer. Please ensure you demonstrate in your application how you meet the criteria outlined below to give yourself the best chance of success at shortlisting stage.

Qualifications	Essential	Desirable
Animal Care / Management qualification at Level 3 or above.	Y	
Level 3 Teacher Training Qualification or willingness to work towards.	Y	
First Aid Qualification or willingness to work towards.	Y	
English and Maths at Level 2 or above.	Y	
Level 4 qualification or above in Animal care/management, Agriculture or Biological Sciences.		Y
Knowledge and Experience	Essential	Desirable
Experience and confidence in working with a range of species from small animals and reptiles to livestock and equids.	Y	
Some supervisory experience including supporting students.	Y	
Knowledge of current legislation regarding animal welfare and movement.	Y	
Excellent knowledge of animal husbandry and animal welfare.	Y	
Computer literacy with good knowledge of Microsoft Word, Excel, Power point and Teams.	Y	
Public speaking and educational delivery experience.		Y
Extensive and in-depth knowledge of the animal care industries.		Y
Extensive and in-depth knowledge of the wider land-based industries		Y
Skills and Abilities	Essential	Desirable
Excellent communication skills, written and verbal.	Y	
Excellent administrative and organisational abilities.	Y	
Good practical skills in animal husbandry tasks.	Y	
Ability to meet deadlines and prioritise workload.	Y	
Highly motivated.	Y	
The ability to maintain online systems and records.	Y	
Experience using an online animal care record keeping software (Animal Care software/ZIMS)		Y
Personal Qualities	Essential	Desirable
Track record of successful teamwork.	Y	
Enthusiastic with ability to motivate students.	Y	
Willingness to challenge unsatisfactory performance of students.	Y	
Physically capable of carrying out manual labour.	Y	
Good sense of humour.	Y	
Other	Essential	Desirable
Full UK Driving Licence with Business Insurance	Y	