

Bristol, Clifton and West of England Zoological Society Ltd

Job Description

Job Title: Lecturer

Department: Field Conservation and Science

Location: Bristol Zoo Gardens

Reporting to: Higher Education Manager

Job Purpose

- Higher Education Teaching: module leading and marking of assessments
- Supervision: both undergraduate and post graduate
- Field Conservation Project or Animal Behaviour and Welfare Project Management (expertise dependent)

Main Duties

- Lead modules (FdSc, BSc or MSc level), including content and timetable design, course delivery and assessment setting and marking
- Lecturing on additional modules on any degrees we deliver, as needed
- Student project supervision: supervise and mark BSc and MSc research projects, work with students on publication of projects when possible
- Conservation (Wildlife or Human-Wildlife Interactions focused Project Management) or Animal Behavior & Welfare Project Management: Contribute to the development and management of one of our field conservation projects, or captive animal behavior and welfare projects, alongside current project leads and the Head of the Field Conservation and Science Department
- Act as Personal Academic Tutor for undergraduate students
- Help with general admin of the Department including helping to organize symposia, conferences or conservation lectures

Key Performance Indicators

- Successful delivery of assigned modules with our Higher Education (HE) partner institutions, as evidenced by positive student and external examiner feedback, >80% pass rate, and positive partnership reports from our HE partners
- Successful completion of annual objectives for assigned conservation project

Key Contacts – Internal & External

- Key internal contacts:
 - Staff from other departments of BZS and ensure strong, positive relationships with those teams

Bristol, Clifton and West of England Zoological Society Ltd Job Description

- External key stakeholders:
 - Relevant HE partner staff for modules taught, possibly the University of the West of England, the South Gloucestershire and Stroud College, and the University of Bristol, as well as with other HE institutions and their staff as applicable
 - Project stakeholders
 - Funding agencies supporting the projects

Health & Safety

- Ensure that Health and Safety guidelines and fire regulations are strictly adhered to
- Comply with safe working practices as defined by the Society
- Complete training as and when required
- Take reasonable care for your own health and safety and that of others who may be affected by acts or omissions at work
- Report any accidents, incidents or near misses as soon as reasonably practicable

General

- Be aware of and adhere to the Society policies at all times
- Take part in progress/performance reviews throughout the year
- Cooperate with other Society departments
- Attend training courses as required to meet the requirements of the role
- Take responsibility for own personal development, seeking out opportunities to learn new skills
- Undertake any other duties as requested by management which are reasonably deemed to be within the scope of the role

Notice period

The notice period required from the role holder is a minimum of 2 months

Working conditions

The basic hours for the role are 37.5 hours a week; however, flexibility is required as the Society operates for 365/6 days a year, with 24-hour cover.

The role holder will be required to work any additional hours necessary to satisfactorily fulfil the responsibilities of the role.

Other

- Apply the Society values and behaviours to every aspect of the role at all times

Bristol, Clifton and West of England Zoological Society Ltd

Job Description

- Promote and maintain the brand standards of the Society
- There may be occasions when the role holder is requested to work in other company locations, or carry out other duties considered reasonable by the Society or its representatives.
- To reflect any changes within the Society during the next few years, the scope of this role will be regularly reviewed and may evolve to meet those needs. Any changes will be agreed in advance with the role holder and confirmed in writing.

**Bristol, Clifton and West of England Zoological Society Ltd
Person Specification**

Lecturer

Person Specification

Attributes	Essential	Desirable
Qualifications and specific training	<p>PhD in one of the following: conservation, zoology, anthropology or a related science</p> <p>Or Significant experience in the field of applied conservation and HE teaching</p>	<p>Teaching qualification</p> <p>Membership of a relevant professional organisation related to conservation, human-wildlife interactions, etc.</p>
Experience	<p>Demonstrable experience teaching at HE level</p> <p>Demonstrable experience of assessing student coursework and exams</p> <p>Significant experience in one of the following: research or community engagement or conservation science, or related discipline</p>	<p>Experience in curriculum design</p> <p>Record of, or potential for, applying and successfully attracting grant/donor funding</p> <p>Strong interest in, and preferably experience in working in zoo, or conservation organisation</p> <p>Experience in the preparation of educational documents, such as module handbooks or module reports to external examiners</p>
Knowledge	<p>Detailed academic knowledge, experience and/or understanding of one or more of the following: animal behaviour, human-wildlife interactions, field conservation, or other related disciplines.</p> <p>Detailed understanding of relevant research methods and applications</p> <p>Understanding of basic data analysis (could include quantitative or</p>	

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	<p>qualitative analysis and/or GIS)</p>	
Skills	<p>Developed ability to teach at the HE level</p> <p>Highly developed interpersonal, oral and written communication</p> <p>Basic skills in scientific writing</p> <p>Developed supervision skills at the undergraduate and postgraduate level - to completion</p> <p>Developed ability to work with students from diverse educational, cultural and work backgrounds</p> <p>Basic computer literacy (MS Office, statistical packages such as SPSS, R)</p>	
Personal attributes	<p>Developed ability to work under pressure and be flexible and accommodating – there will be times when deadlines are short and work is expected to be completed out of normal working day hours</p> <p>Developed organization skills, with proven record of ability to manage time and work to strict deadlines</p> <p>Excellent communicator, able to convey complicated and sometimes difficult messages to students in a patient and clear manner</p>	

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	<p>Ability to work under pressure and be flexible and accommodating</p> <p>Positive attitude to work and solution-focused</p> <p>Good team player, enjoy working in a collaborative environment and to help out with other tasks in zoo if required that may be unrelated to your role</p>	
<p>Additional requirements</p>	<p>This role is based in the Conservation Education Centre at Bristol Zoo Gardens; however, there may be times that the lecturer will need to go to our HE partner campuses, Wild Place Project, lead university field trips, and visit field project sites.</p>	