

# Bristol, Clifton and West of England Zoological Society Ltd

## Job Description

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<b>Job Title:</b>	Zoo Animal Nutritionist
<b>Department:</b>	Veterinary
<b>Location:</b>	BZG and WPP
<b>Reporting to:</b>	Richard Saunders (Staff Vet)

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### Job Purpose

- To bring an evidence-based approach to zoo animal nutrition, formulating, analysing and reviewing diets in line with best practice and, as part of the veterinary team, contributing to ensuring optimal health and welfare for our animals. To develop and maintain cost-effective, environmentally sustainable and efficient dietary provision. To work with keepers and curators and give advice and training on animal nutrition. To train students in zoo and wild animal nutrition through provision of formal and informal teaching and to supervise nutrition related research.

### Main Duties

- Formulating, analysing, adjusting and reviewing diets for all species held, taking into account factors such as life-stage, health, activity and reproductive physiology and based on current research base and known species-specific nutritional requirements.
- As part of the veterinary team, identifying, prioritising and addressing specific nutritional issues of concern in order to ensure optimal health and welfare.
- Implementing an integrated system for sourcing, procurement, preparation and provision of animal diets in order to maintain cost-effective, environmentally sustainable and efficient dietary provision.
- Liaising with the Facilities department to advise on an appropriate and sustainable supply of on-site and off-site food production, including browse.
- Using and developing in-house and external software for nutritional analysis and diet development.
- Liaising with animal department staff, advising and providing training on diet preparation, animal nutrition and nutrition-related enrichment.
- Teaching on higher education courses, including the University of Bristol MSc Global Wildlife Health and Conservation. This includes lecturing, developing and delivering nutrition-related practical sessions.

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- Developing, supervising and marking nutrition-related research projects carried out by MSc and other students and writing them up as peer-reviewed scientific journal articles.
- Maintaining and developing knowledge through personal study, research and participating in relevant scientific conferences and professional associations.
- Helping with general administrative and other tasks of the veterinary department, including report writing as required

### **Key Performance Indicators**

- Diets regularly analysed and reviewed across all taxa, including detailed nutritional analysis using available diet software
- Nutritional issues identified, prioritised and addressed
- Accurate and timely nutrition advice provided to animal department staff
- Teaching responsibilities carried out effectively with adherence to deadlines for delivery and marking
- Diets sourced, prepared and delivered in a cost-effective, environmentally sustainable and efficient manner

### **Key Contacts – Internal & External**

- Veterinary team
- Curators and Animal Keepers
- Facilities department staff
- EAZA nutrition group
- Other nutritionists
- Feed and nutritional supplement company representatives
- Higher Education Manager

### **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

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### **General**

- Be aware of and adhere to 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 three months

### **Working conditions**

The basic hours for the role are 18.5 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
- 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**

**ZOO ANIMAL NUTRITIONIST**

**Person Specification**

<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>
Qualifications and specific training	PhD in animal nutrition or related field	<ul style="list-style-type: none"> <li>• Teaching qualification</li> <li>• Membership of a relevant professional organisation</li> </ul>
Experience	Substantial experience of: <ul style="list-style-type: none"> <li>• nutritional dietary analysis across a range of species</li> <li>• the use of nutritional analysis software</li> <li>• applied nutritional research</li> </ul>	<ul style="list-style-type: none"> <li>• Zoo animal dietary analysis</li> <li>• Use of Zootrition or similar zoo nutrition software</li> <li>• Teaching at HE level</li> <li>• Assessment of student work</li> </ul>
Knowledge	Detailed understanding of: <ul style="list-style-type: none"> <li>• zoo animal nutrition and diet analysis including comparative gastrointestinal anatomy and physiology and species specific nutritional requirements</li> <li>• nutritional research methods and applications</li> </ul>	Detailed understanding of: <ul style="list-style-type: none"> <li>• zoo animal husbandry and welfare</li> </ul>
Skills	Highly developed: <ul style="list-style-type: none"> <li>• organisation skills with proven record of ability to manage time and work to deadlines</li> <li>• communication and interpersonal skills, including oral and written communication for a range of audiences</li> <li>• computer literacy (MS Office)</li> <li>• teaching skills with ability to teach animal nutrition and to supervise academic work by postgraduate students</li> <li>• research skills, including design, data collection, statistical analysis and scientific writing</li> </ul>	Developed: <ul style="list-style-type: none"> <li>• computer literacy (Zootrition, ZIMS)</li> </ul>
Personal attributes	Enjoy working in a collaborative environment as part of a team Able to work on your own initiative	

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	Ability to work under pressure and be flexible and accommodating, including helping out with tasks unrelated to your role if required.	
Additional requirements	Post-COVID there may be some travel to other collections, suppliers, conferences etc	