

Ape Animal Keeper Grade B3

Reporting to:	Relevant section Team Leader
Direct reports:	None
Working Pattern:	Average 5 days out of 7 – 37.5 hours for full-time (1 hour unpaid lunchbreak)
Salary:	£27,425

About Us:

Twycross Zoo is a fantastic conservation and education charity and historic organisation that has existed for 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 Zoo.

Key Objectives:

- Work to the zoo's high standard in all elements of animal care, providing the relevant species with correct husbandry, diet and care on a daily basis as directed by the Assistant Curator and Team Leader.
- Communicate any concerns over animal health and wellbeing to a senior team member in an appropriate time frame.
- Role model the company values in all areas of your work, consistently delivering outstanding experiences to our guests.

Key Responsibilities:

- Follow section husbandry and management routines to deliver a high level of animal care to relevant species including, but not limited to, enclosure servicing, diet provision, positive reinforcement training and providing a full range of enrichment opportunities.
- Conduct observations on the relevant animals during the working day, reporting anything unusual or concerning to a senior member of the team.
- Ensure all relevant risk assessments, standard operating procedures and policies are followed at all times, to ensure best practice for safe working, in line with health and safety practices.
- Be proactive in looking for ways to improve own working knowledge and keep abreast of best practice of relevant species. Show initiative in how TZ can continually improve the wellbeing of its animals.
- Record all required elements of animal data as directed by senior section staff. To include, but not limited to, section diary entries, DAM daily reports and single data entry points on ZIMS.
- Engage with visitors on site, which may include delivering or assisting with animal talks and public feeds.
- Be supportive and help facilitate the work of other departments, including veterinary, maintenance, zoo-based research, conservation education and animal services. Show initiative in the suggestion of beneficial zoo-based research for the relevant species.

About you:

- A BSc (or equivalent experience) in an animal or conservation related subject desirable.
- Achieved the DMZAA (or equivalent) qualification desirable.
- Knowledge of relevant taxa, including their physiology, natural behaviours and management practices in zoos.

TWYXCROSS ZOO

- High level of motivation in delivering high standards and the pursuit of excellence.
- Demonstrate good time management skills with the ability to prioritise work and work independently.
- A competent communicator at all levels across the society. Be appreciative and follow the need for confidentiality where appropriate.
- IT competent in MS Office and ZIMS.
- Knowledge of breeding programme management and the wider role of modern zoos in species and habitat conservation. Have some understanding of the work of BIAZA and EAZA.
- Committed to supporting zoos in increasing our impact on species conservation.
- Flexibility in working times and duties is a key requirement.
- Physically able to complete section work as required

Why Join Us?

You'll be part of a friendly, enthusiastic team driven by animal care, science and conservation. As a registered charity, every member of staff plays a direct role in our mission to protect wildlife and inspire future generations.

If you're looking for a meaningful role where your skills genuinely make a difference, this could be the perfect next step.

Benefits

Just some of the benefits include;

- 31 days annual leave, including bank holidays, increasing with length of service
- Life assurance, from day one of employment
- Company sick pay from day one of absence, after 6 months service
- 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 25 July 2026. We reserve the right to close this vacancy early should we receive a sufficient number of suitable applications.

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