

Team Leader - Birds and Ectotherms

- 183 Brymer Road, Rotokauri, Hamilton 3289, New Zealand
- Full-time
- Group: Destinations

Company Description

Hamilton Zoo at Te Kaaroro Nature Precinct is a Zoo and Aquarium Associate Australasia (ZAA) accredited and World Association of Zoos and Aquariums (WAZA) member zoo. Owned and operated by Hamilton City Council we are set in 35 hectares of tranquil surroundings and are home to more than 500 native and exotic animals.

To find out more about Hamilton Zoo, [click here](#).

Job Description

He angituutanga: The opportunity

Te Kaaroro Nature Precinct is seeking an experienced and dedicated zoo professional to head our Birds and Ectotherms team. If this sounds like the right fit for you, we'd love to chat!

This is a pivotal leadership role, where your ability to lead, develop and hold a team to high standards is just as critical as your technical expertise. You will be responsible for driving team performance, shaping a strong team culture, and ensuring excellence across all aspects of animal care and operational delivery.

Day to day you will be:

- Leading, managing and developing a team of zookeepers, with a strong focus on performance, accountability and capability building.
- Providing clear direction, coaching and support to ensure high-quality outcomes for animal welfare and team performance.
- Overseeing daily operations of the Birds and Ectotherms section, ensuring best-practice animal welfare.
- Driving continuous improvement and contributing to strategic and operational goals.
- Maintaining a visible, hands-on leadership presence within the team.

Qualifications

Oo puumanawa me oo wheako | Your skills and experience

You'll bring a strong background in zoo-based husbandry, ideally with hands-on experience working with birds and/or ectotherms, and the confidence to lead from the front in a dynamic and evolving environment.

This role requires a candidate who brings both **proven leadership capability** and **solid zoo experience**.

You will have:

- Significant experience in a leadership or supervisory role, with a demonstrated ability to lead teams, manage performance and drive engagement.
- Strong zoo-based husbandry experience (minimum 5+ years), ideally with exposure to birds and/or ectotherms
- Demonstrated understanding of modern zoo practices, industry standards and relevant legislation.
- The confidence to lead through change and influence a positive, high-performing team culture
- Excellent communication skills and the ability to build strong working relationships
- A proactive, solutions-focused approach in a fast-paced environment
- Availability to work across a 7-day roster, supporting the needs of the animals and team
- Tertiary qualification in animal management or a related field (preferred)

Additional Information

He aha te wariu o te utu kaimahi? | What's the salary?

The salary range for this is \$72,512 - \$102,370 depending on skills and experience.

Ngaa waahi whakarato painga kei a maatou: What we offer

For the right candidate, we are happy to offer relocation assistance to support your move to Hamilton.

- Opportunities for professional development.
- Two Wellbeing days per year.
- Free health insurance through Unimed including hospital/surgery grade cover and discounted membership rates for family members.
- Free annual health checks and flu vaccination.
- Ability to purchase additional annual leave.
- Eye testing/glasses cost reimbursement.
- Discounted purchases from local businesses; gym memberships, cafes, dentists, hairdressers and many more.

Me Tono Inaaianeil: Apply Now!

- [View the Position Description](#)
- Click apply
- Complete your application.

If you wish to include a cover letter with your application, please combine this in the same file as your resume and upload as a PDF file. Alternatively, you can use the 'Write a message to the Hiring Team' text box.

Applications close on the: 3 July 2026

Note: We will be shortlisting as we receive applications.

All candidates will be notified of the outcome on their application via email. Short-listed candidates will be required to complete an interview process, reference checks and a criminal check. This role is Safety Sensitive so a pre-employment medical including drug and alcohol test will be required. View more information about these checks and our commitment to the Privacy act here by [clicking here](#)

It is important to us that we support you throughout our selection process (interview and assessments). If you have any access needs during this process, let us know in advance so we can make sure these are met.

As a council, we believe in creating a welcoming environment where everyone feels valued and belongs. We value inclusiveness (Kotahitanga) – we respect and value the unique perspectives, experiences, and talents that everyone brings.

This role is being sourced directly. If/where Hamilton City Council requires the support of a recruitment agency, we will seek this support from our panel of selected agencies. Hamilton City Council will not be responsible for, and will not pay, any commissions, fees or other payments related to unsolicited contact.