



# Veterinary Officer

Candidate Pack



**LONDON ZOO  
WHIPSNADE ZOO**  
ZSL conservation zoos

**ZSL** Institute  
of Zoology



# It's great to have you here.

Thank you for your interest in joining ZSL, a global community united by a passion for wildlife and a commitment to protecting our planet's natural wonders.

We are a movement of conservationists, powered by science, working to protect species, restore ecosystems. Together, anything is possible.

Our staff and volunteers are driven by a shared mission: **A world where wildlife thrives.**





# Our Team

The Wildlife Health Services (WHS) team operates across both ZSL zoos and includes four clinical veterinarians, two ECZM (Zoo Health Management) residents, six registered veterinary nurses, a board-certified pathologist, a pathology technician, a microbiologist, and a molecular diagnostics specialist.

The WHS team also partly manages and collaborates closely with the group responsible for conservation translocations and disease risk analyses, comprising additional experienced veterinarians, a pathologist, and specialists in decision science and wildlife conservation.







# About You

- A **qualified veterinary professional** with active membership of the RCVS (Royal College of Veterinary Surgeons), which is essential for this role.
- Proven experience in **veterinary care of zoo and wild animals** across a range of species.
- In depth **knowledge of relevant legislation** related to zoo licensing, animal health, health and safety, firearms and veterinary medicine.
- Clear, demonstrable **commitment to and understanding of wildlife conservation** and animal welfare.

Learn more about the role and how to apply here - [Veterinary Officer.](#)



# The Interview Process

Please note that the interview process may change, but we'll make sure to let you know ahead of time.



## First Stage

We are aiming to hold first stage interviews **w/c 16<sup>th</sup> March.**

This will be a **virtual interview** held via Teams.

## Second Stage

We are aiming to hold second stage interviews **w/c 30<sup>th</sup> March.**

Location will be confirmed.

We have a dedicated recruitment team within our people department who are there to answer any questions you have at any point of the process.

**You can reach the team at [recruitment@zsl.org](mailto:recruitment@zsl.org)**



# Our Recruitment Principles

- **Fair and Inclusive:** Our aim is to deliver a transparent and accessible recruitment process for everyone.
- **Global and Local:** We value local expertise and global collaboration.
- **Merit-Based:** Roles are filled based on values and skills.
- **Respect and Confidentiality:** Candidate information is always handled responsibly.





# Our Values

Our values and behaviours shape the way we work together, helping us achieve our vision, fulfil our purpose and make ZSL a great place to work.

## COLLABORATIVE

We bring people together to share expertise

## ETHICAL

We make the right choices

## IMPACTFUL

We focus on activities that make a positive difference

## INCLUSIVE

We value our differences and foster belonging

## INNOVATIVE

We find new ways to solve problems

## INSPIRING

We encourage people to take positive action



