



## Zoo Horticulturalist

<b>Job level</b>	Level 2	<b>Reports to</b>	Team Leader Horticulture
<b>Directorate</b>	Conservation Zoos	<b>Function</b>	Grounds, Horticulture & Logistics
<b>Contract</b>	Permanent	<b>Location</b>	Regent's Park

### Responsibility for resources

<b>Direct line reports</b>	Volunteers, contractors	<b>Responsibility for other resources</b>	<b>Tools &amp; equipment</b>
<b>Financial resources</b>	n/a		

### Our vision and mission

The Zoological Society of London (ZSL) is an international conservation charity, driven by science, working to restore wildlife in the UK and around the world. Our vision is a world where wildlife thrives and every role, every person in every corner of ZSL has one thing in common – we are all conservationists, and passionate about restoring wildlife.

### Purpose of the role

Support ZSL in achieving its mission and strategic aims through the use and advancement of horticulture, the application and development of plant-related expertise and knowledge, and by managing the London Zoo site for biodiversity.

**Visitor engagement** - Maintain and develop visitor areas and exhibits to defined horticultural standards (planting and maintenance of temperate and tropical herbaceous and woody stock, lawn and meadow maintenance, hedge maintenance, tree management, propagation and cultivation of temperate and tropical plants).

**Animal management** - Carry out horticultural tasks that support animal sections, optimising welfare and husbandry opportunities (provision of forage, propagation and growing of herbs and other stock in the nursery and glasshouses for use as forage and enrichment, supply of plants and plant materials for exhibits and as exhibit furnishings).

**Biodiversity conservation** - Carry out horticultural tasks that optimise the site's biodiversity value and function through appropriate habitat management (e.g. tree, deadwood and scrub management, meadow management, invasive species control).

**Education, learning and research** - Participate in training and further learning (formal and informal) to comply with legislation and best practice, and to develop up-to-date skills and knowledge in zoo

horticulture. Communicate ZSL's core values to key audiences and assist the department in delivering training for ZSL staff, volunteers, and partner organisations.

**Operational** - Comply with current legislation and best practice guidance. Use resources responsibly. Minimise the impact of the department's operation on the environment.

## Key responsibilities

- Supervise apprentices, volunteers and work placements as agreed with the Team Leader Horticulture.
- Supervise colleagues in situations that require special competencies (e.g. when operating machinery) as agreed with the Team Leader Horticulture.
- Comply with current legislation and best practice guidance (e.g. health and safety, environmental, wildlife legislation).
- Comply with ZSL and departmental policies and procedures.
- Work toward achieving the organisation's and department's aims by carrying out tasks to agreed standards.
- Use facilities, tools, equipment and machinery responsibly and as instructed.
- Carry out and record daily, weekly and monthly planned preventative maintenance checks to specified standards.
- Use materials and substances as instructed by the Team Leader Horticulture.
- Actively support ZSL's and the department's efforts to protect the environment and operate sustainably.
- Ensure own safety and that of others.
- Maintain and develop visitor areas and exhibits to agreed horticultural standards.
- Carry out horticultural tasks that support animal sections in optimising husbandry and welfare opportunities.
- Carry out horticultural tasks to optimise the site's biodiversity value and function through appropriate habitat management.
- Participate in training and further learning (formal and informal) to comply with legislation and best practice, and to develop up-to-date skills and knowledge in zoo horticulture.

## Person Specification

Experience	
Essential	<ul style="list-style-type: none"> <li>• The position requires good communication skills.</li> <li>• The job holder is expected to act in a professional, respectful and constructive manner when dealing with colleagues at ZSL and other organisations, contractors, suppliers and members of the public.</li> <li>• The job holder must be able to work as part of a team as well as on her/his initiative and is expected to provide coaching for others if required.</li> <li>• Communication is mostly verbal, but also by phone and email. The job holder is expected to regularly check her/his emails to be aware of updates to ZSL and departmental policies and procedures and other communications.</li> <li>• The job holder is required to liaise with line management, colleagues, other departments, and to some extent with contractors, suppliers and members of the public.</li> <li>• The job holder must be able to use her/his skill, experience and knowledge to decide on safe ways of carrying out tasks in compliance with legislation, best practices and ZSL/departmental policies and procedures, and when to consult a line manager for further guidance.</li> <li>• The job holder should have the ability to make decisions and prioritise tasks according to their importance and urgency in the context of the department's overall operation.</li> <li>• The job holder is expected to participate in team briefings and meetings constructively and courteously.</li> <li>• The job holder must be able to focus on the task at hand when working with equipment and machinery, and when handling substances and materials.</li> <li>• The position requires flexibility when planned tasks are superseded by unscheduled changes, or when tasks are interrupted by events that take priority, such as the need to deal with hazardous situations, visitor enquiries, or having to accommodate contractors and suppliers.</li> </ul>
Knowledge and skills	
Essential	<ul style="list-style-type: none"> <li>• The position requires good knowledge of current horticultural, arboricultural and conservation management techniques and the ability to put these into practice.</li> <li>• Excellent plant knowledge.</li> <li>• Up-to-date knowledge of current health and safety legislation and best practice guidance is essential.</li> </ul>

	<ul style="list-style-type: none"> <li>• The position requires a good level of literacy, numeracy and IT skills. The job holder must be able to read and understand instruction manuals, risk assessments, safe system of work documents and electronic communication. He/she must also be able to complete planned preventative maintenance (PPM) check sheets, other relevant health and safety documents and daily work record sheets.</li> <li>• The job holder must have good interpersonal skills. Departmental decisions are frequently discussed and taken collectively in daily team briefings and regular team meetings. The majority of tasks are team tasks.</li> </ul>
Desirable	<ul style="list-style-type: none"> <li>• A qualification to at least Level 2 Diploma in horticulture (or equivalent), countryside management or a similar land-based sector is desired.</li> <li>• A full UK driving licence is desired.</li> <li>• The job holder must hold accredited certification in the use of machinery used by the department (e.g. hedge trimmers, brush cutters, mowers) and/or is expected to undergo relevant training.</li> </ul>
<b>Additional requirements</b>	
Essential	<ul style="list-style-type: none"> <li>• Work will be undertaken outdoors in all weather conditions and the zoo's indoor exhibits. The job holder must be physically capable of carrying out the required tasks.</li> <li>• Working hours are 07:00 – 15:30 in summer, 07:00 – 14:30 in winter, Monday – Friday.</li> </ul>