



Veterinary Manager

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.



An Opportunity To...

- **Train the next generation** of wildlife veterinarians and conservationists.
- **Professionally Represent ZSL** at conferences and industry events.
- **Lead on clinical research** and publishing.





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.
- A natural collaborator and communicator, who can professionally and **positively influence and engage** across a range of **internal and external stakeholders**.
- Clear, demonstrable **commitment to and understanding of wildlife conservation** and animal welfare.
- **Willingness to travel occasionally** for conferences, workshops, teaching, capacity building, and field-based conservation or species recovery work.

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

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 24th November.**

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

Second Stage

We are aiming to hold second stage interviews **w/c 1st December.**

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

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

