



# 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.**



# A New Era in Wildlife Health

As ZSL celebrates its 200th anniversary, we are embarking on one of the most ambitious and exciting developments in our history; the creation of a world-leading Wildlife Health Centre at our headquarters in Regent's Park, made possible by the largest donation in ZSL's history.

This transformational £20m investment will create a pioneering hub for wildlife medicine, conservation science and veterinary innovation - placing veterinary professionals at the forefront of protecting both animal and global health.

The new centre will combine cutting-edge clinical care, a teaching hospital and wildlife disease research under one roof, supporting ZSL's work across the globe: from caring for endangered species in our Zoos to monitoring emerging diseases in the wild and strengthening early warning systems that could help prevent future pandemics.

For veterinary professionals, this is a rare opportunity to be part of a globally recognised organisation shaping the future of wildlife health.

**Read more here - [Guardian Article](#)**



# 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, two board-certified pathologists, 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 15<sup>th</sup> June.**

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

## Second Stage

We are aiming to hold second stage interviews **w/c 29<sup>th</sup> June.**

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

