

Job Description Form

Position Details

Position Title: Animal Welfare and Ethics Manager	Position Number: ZPA3173041	Level: SCL 3
Division: ZPA	Branch: Life Sciences	Section: Life Sciences
Employment Agreement: GOSAC 1989 / PCSA 2024	Location: Perth Zoo, South Perth	Effective Date: 14 October 2025

Our Values

Our values drive the way we make decisions, interact with each other, and work together to achieve results.



Reporting Relationships

Position Title Director Life Sciences	Level/Grade L8	⇌	Position title Manager Zoology	Level L6
			Veterinary Services Manager	SCL4
			Manager Conservation	L5
			Programmes and Population	
			Planning	L3
			Animal Records Officer	L3
			Executive Assistant	

Officers under *direct* responsibility

Position Title NA	Level/Grade NA	Approx. no. FTEs supervised NA
--------------------------	-----------------------	---------------------------------------

About the Role

Reporting to the Director of Life Sciences, this role leads Perth Zoo's animal welfare, ethics, and veterinary science functions. It provides expert advice, supports the Animal Ethics Committee, and ensures compliance with relevant legislation and ethical standards.

The role delivers high-quality veterinary care, contributes to conservation and emergency wildlife response, and advances welfare science through research and collaboration. It also supports staff training and student supervision, helping position Perth Zoo as a leader in animal care and welfare.

Individuals undertake their duties and responsibilities in accordance with the department's [Code of Conduct](#), policies and procedures, and relevant Government legislation. At Perth Zoo, we are committed to fostering a workplace culture that embodies Perth's Zoo values. Our values are aligned with DBCA and guide our performance and behaviours, ensuring compliance with the Code of Conduct, policies, procedures, and relevant legislation. By embracing these shared values, we create a professional, inclusive, and supportive workplace culture that drives us towards excellence and continuous improvement.

Position Title Animal Welfare and Ethics Manager		
Position No. ZPA3173041	Level/Grade SCL3	Effective Date 14 October 2025

Responsibilities:

Animal Health and Welfare

1. Provide strategic veterinary input on animal welfare and wellbeing to the Director of Life Sciences, Veterinary Services Manager, and Perth Zoo staff.
2. Deliver high-quality preventative and reactive veterinary care to zoo animals and native wildlife, including diagnostics, medical, surgical, and emergency procedures.
3. Collaborate with Life Sciences staff to evaluate and manage animal quality of life, ensuring welfare is central to all veterinary decisions.
4. Contribute veterinary advice on species management, captive breeding, contraception, and husbandry practices.
5. Work collaboratively within the veterinary clinical team to ensure consistent, high-standard animal health and welfare practices across the zoo.
6. Support wildlife emergencies and incident response in coordination with the Veterinary Services Manager and clinical veterinary team.
7. Lead and manage animal welfare-related projects, including behaviour and welfare research initiatives.
8. Develop and implement innovative approaches to improve animal welfare, informed by contemporary standards, scientific evidence, and community expectations.
9. Review and contribute to the development of policies and procedures related to animal welfare and ethics.

Animal Ethics and Compliance

10. Serve as the primary source of professional and technical advice to the Animal Ethics Committee and investigators (staff and students).
11. Ensure compliance with the Australian Code for the Care and Use of Animals for Scientific Purposes (2013) and all relevant legislation governing the use of animals in research and teaching.
12. Remain current with updates to the Code, legislation, and ethical standards governing animal use in research, teaching, and zoo management.
13. Provide guidance to applicants on ethics submissions and advocate for ethical practices in zoo and wildlife management, research, and education.

Education, Training and Research

14. Deliver and assist in reviewing undergraduate and postgraduate teaching programs in zoo animal welfare and wildlife medicine, in collaboration with Murdoch University and the Veterinary Services Manager.
15. Provide training to zoo staff on animal health, preventative care, welfare, and ethics.
16. Participate in Perth Zoo's research and conservation programs, including fieldwork and student supervision as required.

Stakeholder Engagement and Communication

17. Build and maintain collaborative relationships with local, national, and international stakeholders in veterinary science, animal welfare, conservation, and species management.
18. Promote partnerships with veterinary and human medical specialists and animal welfare advisors.

Position Title Animal Welfare and Ethics Manager		
Position No. ZPA3173041	Level/Grade SCL3	Effective Date 14 October 2025

19. Represent Perth Zoo in public relations activities, including media interviews and presentations.

Leadership and Organisational Contribution

20. Contribute to a positive team culture that values respect, high performance, and staff wellbeing.

21. Provide leadership and mentorship to zoo staff in areas of animal welfare and ethics.

22. Comply with all relevant safety and wellbeing policies, procedures, and instructions.

23. Actively participate in safety and wellbeing initiatives, training, and reporting of hazards, incidents, and near misses.

24. Undertake other duties as directed.

Selection Criteria

Applicants should address the following 6 essential criteria. These should be addressed in no more than 3 pages in total.

1. Degree in Veterinary Science and registration (or eligibility for registration) with the Veterinary Practice Board of Western Australia.
2. Veterinary specialist status in a relevant field (e.g., Zoological Medicine, Wildlife Population Health, Animal Welfare, Animal Welfare Science, Ethics and Law) or post-graduate qualification in the above fields.
3. Demonstrated clinical expertise in zoo or wildlife veterinary medicine, including diagnostics, emergency care and preventative health management.
4. Comprehensive knowledge of legislative and regulatory governance relating to animal welfare and animal ethics including the *Australian Code for the Care and Use of Animals for Scientific Purposes*.
5. Proven ability to provide strategic advice and lead initiatives related to animal welfare, ethics, and veterinary governance with the ability to build collaborative relationships across internal and external stakeholders.
6. Experience supervising research students and contributing to academic programs.

The following desirable criteria will be assessed at some stage during the selection process:

7. Commitment to workplace health and safety and ability to identify and manage risks in animal care and research environments.
8. Prior involvement in animal ethics committees or governance of animal-based research and teaching.
9. Experience participating in conservation fieldwork or wildlife emergency response.
10. Experience in the development and delivery of training and information sessions.
11. Ability to represent the organisation in media or public forums on topics related to animal welfare and ethics.

Position Title Animal Welfare and Ethics Manager		
Position No. ZPA3173041	Level/Grade SCL3	Effective Date 14 October 2025

Behaviour Expectations [Leadership Expectations](#) provides a common understanding of the mindset and expected leadership behaviours for all public sector employees. The expected behaviour for this role is [Personal Leadership](#).

Other position-related information (only relevant ones will be populated)

Position Status - Permanent ☒ Yes ☐ No FTE: 1.0
National Police Check ☒ Yes ☐ No For more information refer to the department's guidelines on National Police checks .
Current WA Driver's Licence or equivalent (only specify yes if a driver's licence is required for appointment to the position) ☒ Yes ☐ No
Medical Assessment ☒ Yes ☐ No
Working with Children ☐ Yes ☒ No If this position works with children, refer to http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/
Allowance and Special Conditions ☐ District Allowance ☐ Air Conditioning ☐ Ranger Leave (Rangers only) ☐ North West Leave ☐ No Fixed Hours (Rangers only) ☐ Other (Please specify)

Certification

Verified by: Recruitment and Establishment Section
 Registered JDF
14 October 2025