



# Job Description Form

## Position Details

<b>Position Title:</b> Manager Zoology	<b>Position Number:</b> ZPA3121111	<b>Level:</b> Level 7
<b>Division:</b> Zoological Parks Authority	<b>Branch:</b> Life Sciences	<b>Section:</b> Executive
<b>Employment Agreement:</b> PSA 1992 / PSCA 2024	<b>Location:</b> South Perth	<b>Effective Date:</b> 9 February 2026

## Our Values

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



**We lead with integrity**



**We are curious and brave**



**We empower action**



**We are stronger together**

## Reporting Relationships

<b>Position Title</b> DIRECTOR LIFE SCIENCES	<b>Level/Grade</b> 8	←	<b>Position title</b> Manager Veterinary Services Manager Animal Welfare & Ethics Manager Conservation Programmes & Population Planning Animal Records Officer Executive Assistant and Executive Officer to the Animal Ethics Committee	<b>Level</b> SCL4 SCL3 SCL3  L3 L3
↑				
<b>Responsible to</b>				
This position				
↑				

### Officers under direct responsibility

Position Title	Level/Grade	Approx. no. FTEs supervised
Supervisor Zoology	L5	4
Technical Officer - Zoology	L1-4	40

## About the Role

Reporting to the Director Life Sciences, the Manager Zoology is responsible for leading and managing the zoology teams including budgets, staff management, and best practice animal husbandry standards. This role ensures continuous review and improvement of care practices to maintain the highest welfare standards. The position plays a key role in planning and delivering the teams contribution to organisation initiatives, such as habitat design and delivery of animal-focused visitor experiences. The position assists the Director Life Sciences in strategic planning, policy development providing expert advice to guide species management and strengthen partnerships.

*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.*

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## Responsibilities

### Resource Management

- Provides high level advice to the Director Life Sciences in planning for the human, financial and physical resources to manage Perth Zoo's species.
- Creates an environment for innovation and cooperation that supports continuous improvement and greater operational efficiencies.
- Ensures the staffing requirements of the zoology teams are well managed including the recruitment and rostering of Technical Officers, leave planning, performance assessments and identifies future capability needs and implements development plans to build technical and leadership skills within the zoology teams.
- Responsible for budget planning, reporting and management of finance for the zoology teams including ensuring compliance with Government policies and practices in procurement, contract and financial management.

### Species Planning, Husbandry & Welfare

- Ensures the implementation of excellent animal husbandry and welfare standards and related protocols and advice.
- Works in collaboration with Manager Conservation Programmes & Population Planning to establish species management standards and practices that align with the Zoo's Species Plan and regional and global species management outcomes.
- Works across the organisation to ensure that the zoology teams work effectively and efficiently in supporting Zoo activities including Discovery and Learning programs, commercial and promotional activities, behind-the-scenes tours and public relations.
- Leads the zoology team's input to habitat planning, development, design and maintenance ensuring animal husbandry and welfare standards are met.
- Prioritises support for species-based research activities within the capacity of the section, in liaison with Manager Conservation Programmes & Population Planning and Manager Animal Welfare & Ethics.

### Strategic and Operational Planning & Policy

- Assists Director Life Sciences and provides strategic leadership in zoology operations, aligning team objectives with organisational goals and conservation priorities
- Represents the Zoo at local, regional and global forums as requested.
- Contributes to the Zoo's purpose and goals.

### Workplace Culture

- Contributes to the promotion of a positive workplace culture that supports zoo objectives, including conservation and biodiversity goals.
- Provides clear leadership and direction to the zoology teams, setting performance expectations and fostering a culture of accountability, collaboration, and empowerment. Supports ethical conduct and decision-making.
  - Values diversity and employee development; and ensures compliance with all work health and safety legislation, policies, and procedures, including risk assessments and incident reporting.

### Other

- Undertakes other duties as directed.

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### Selection Criteria

Applicants should address the following 5 criteria. These should be addressed in no more than 3 pages in total.

1. Extensive knowledge and experience in the management of a wide range of fauna in a zoo or similar setting, including experience participating in species management and strategic species planning
2. Demonstrated experience in people leadership, team building, the ability to operate as an agent for change and to support staff through mentoring and development.
3. Experience in the development, documentation, implementation and review of policies, procedures and guidelines relating to animal husbandry and management.
4. Knowledge, understanding and commitment to the principles of Equal Opportunity, Workplace Health and Safety, Risk Management and Performance Management.
5. Experience in providing specialist advice for species habitat design and development.

**Desirable criteria will be assessed as required:**

6. Knowledge of current issues relating to the conservation of wildlife and the role of modern Zoos.
7. Experience representing an organisation at local, regional, or global forums related to species management, conservation, or zoological operations.
8. A tertiary qualification in Zoology or similar, or equivalent years of experience in a related field.

**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 [Leading Leaders](#)

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

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

### Certification

Recruitment and Establishment Section  
 Registered JDF  
 9 February 2026