Role Profile

**Captivity Research Officer**

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| **Name:**  **Level: Officer** |

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| **Description of role:**  To undertake data collection and research into zoos, exotic pets, and establishments with wild animals in the UK, and assist in maintaining Born Free as the primary zoo watchdog in the UK  Working to increase our understanding of the scale of captive wild animal industries (especially zoos and exotic pets), the Captivity Research Officer undertakes desk-based research into aspects of animal welfare and conservation relevant to wild animals in captivity; including information gathering and analysis of zoo and animal establishment licensing information across the UK.  Raising public awareness of the issues affecting wild animals in captivity and highlighting Born Free’s work, with an aim to improve attitudes and behaviour towards animal welfare and conservation; in particular by investigating and responding to public concerns regarding animal suffering in captivity in the UK via Born Free’s Raise the Red Flag Initiative.  Assisting the Head of Animal Welfare & Captivity in developing and implementing Born Free’s portfolio of projects relating to wild animals in captivity. |

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| **Objectives:**   1. Demand-led and proactive investigation and research on priority aspects of keeping wild animals in captivity, including in zoos and as exotic pets, in line with agreed strategy; 2. Undertake information gathering, data input and analysis relating to captive wild animals. Undertake audits to improve targeting of further data collection efforts and identify new sources of information. 3. Develop relationships with local licensing authorities to improve the collection of data relevant to understanding industries involving captive wild animals in the UK, and to improve local authority knowledge and enforcement of relevant legislation. 4. Undertake desk-based research into aspects of animal welfare relevant to wild animals in captivity, especially in zoos and as exotic pets, produce assessments and reports, as well as summarising information that will help determine and guide future priorities. 5. Analyse data and prepare reports for internal and external audiences. Attend meetings and workshops and present on data analysis, results and methodologies, as required. 6. Handle and respond appropriately to public reports of animal suffering in captivity in the UK. 7. Undertake site visits to captive animal facilities across the UK 8. Regular production of high-quality reports and briefings to inform and educate a range of stakeholders, including decision makers and the public, on captive wild animal issues; 9. Use - and work to improve – UK legislation and standards relating to wild animals in captivity to deliver improved outcomes for animals and public education; 10. Clearly and effectively communicate Born Free’s animal welfare and compassionate conservation priorities and positions and how they relate to wild animals in captivity to colleagues, decision-makers, Born Free’s supporters, the wider public, and the media; 11. Promote Born Free’s mission, objectives, and philosophy. |
| **Internal relationships:**  The role reports directly to the Head of Animal Welfare and Captivity.  This role works in close liaison with the Captivity Programme Information Officer, the Captivity Campaigns Officer and the Captive Animals Officer.  Key internal staff relationships include: Head of Education; Head of Marketing and Fundraising, Communication and communications/media team; Administrative staff. |
| **Required qualifications, skills and competencies:**  Essential:   * Degree or postgraduate degree in relevant field; * Exceptional organisational and data handling skills; high level of attention to detail; * Diligence, persistence and thoroughness, with the patience to collate data from a diverse range of sources; * Understanding of captive wild animal welfare issues; * Ability to work with, and produce, technical reports and scientific publications. * Good interpersonal, presentational and communication skills; able to tell a story from collated information; * Ability to share knowledge, expertise, learning and employ common sense; * A self-starter, able to prioritise work and manage time and projects effectively. * Good level of proficiency with Microsoft computer packages, especially Excel; * Ability to work as a member of teams as well as independently, and be responsive and accountable to established organisational priorities and objectives; * A keenness to learn at every opportunity, and an ability to take on board the advice, opinions and ideas of other team members; * Positivity and cooperation in the face of challenging situations; * Good timekeeping and reporting skills; * Willingness to travel within the UK; * Supportive of Born Free’s policies and agenda, and conscious of its organisational reputation.   Desirable:   * Understanding of animal-related legislation in UK |
| **Salary and contract:**  £25,500 pa.  This is a full-time, permanent role, with an initial probationary period of 6 months. The position is remote working. |