



POSITION APPLICATION PACK

SENIOR KEEPER

- Applications are open for a permanent, full time keeping opportunity.
- 7+ years' animal husbandry experience.
- Provide care for a range of species.
- Full time permanent role, 40 hours per week, working 5 days on a set roster (TBC).
- \$58,000 to \$62,000 per annum.
- Weekly Tool and Footwear Allowance.

As Orana approaches its 50th year, we are reflective and determined to continue achieving our conservation goals. We are looking for team members to help us continue our mission to **connect** people with nature, and to **educate** and **inspire** our community towards creating a bright future for the next 50 years, and beyond.

Mō mātou: About Us

Orana is owned and operated by Orana Wildlife Trust, a registered charitable trust and not-for-profit organisation. Conservation is a core part of our mission and the key reason Orana exists. Our on-site **habitat restoration** and predator pest control programmes provide a connecting wildlife corridor and safe haven for some of Canterbury's most threatened species.

Orana Wildlife Park participates in many **zoo-based breeding programmes** in partnership with the World Association of Zoos & Aquariums (WAZA), the Zoo & Aquarium Association Australasia (ZAA), DOC and others. We are committed to continuing our efforts towards these breeding programmes into the future.

He angitūtanga: The opportunity

As a Senior Keeper, you will **help provide leadership** to our keeping team across one or more of our Exotic Species sections (either Carnivore, Ungulates and/or Primates). The key duties of this role will involve bringing high standards of husbandry and daily care to meet the **welfare needs** of our animal collection, as well as training and supervising our animal keepers and work experience students. You will help guide and implement training programs, enrichment activities and husbandry practices that **prioritises the health** and **well-being of our animals**. Furthermore, the role will involve **inspiring visitor experiences** that **encourage action** for wildlife conservation and environmental protection.

He kōrero mōu: About you

You will need a **minimum of 7 years'** animal husbandry experience working with a variety of mammals, including ungulates, carnivores and primates.

You will possess:

- A high level of **energy** and **physical fitness** is required to enable you to meet the daily challenges of the role.
- A proven ability to provide **leadership** and **training** to other keeping staff.
- **Passion** for animal care and welfare and a contributor to a positive work culture.
- A responsible, **mature outlook** with an ability to build quality internal relationships across all staff teams.

- **Emotional intelligence** to understand the challenges of day-to-day operations of zoo animals and people.
- A contributor towards **open communication** that extends to all areas of our organisation.
- Strong **practical** and **problem solving skills** (e.g. fence repairs, working with tools and creative thinking).
- Demonstrated **commitment to the conservation** of species and ecosystems.
- **Full driver's license** and the ability to drive a manual vehicle.
- Recognised qualifications in Captive Animal Management and/or Zoology/Biology.

You will need to demonstrate a thorough understanding of the role nutrition plays in the welfare of zoo animals, and an understanding of the **5 domains of animal welfare**.

Ngā āhuatanga kei a mātou: What we offer

You will join an incredibly **passionate** team who are **committed** to their animals and the conservation efforts Orana plays in the wild.

This is a **full-time**, permanent position, working on a set weekly roster including weekends and public holidays. You will receive an **additional 12 days of holidays** per annum in lieu of working statutory holidays.

As a member of our team we are able to offer you:

- Access to Employee Assistance Program (EAP) including numerous helpful resources and webinars.
- Opportunities for involvement through staff forums such as our Health and Safety Committee and Culture Committee.
- Pathways for personal growth and development.
- A full uniform supplied plus a non-taxable allowance paid weekly to cover footwear and a basic tool kit.
- Annual flu vaccination.
- Ample free parking on site.

Ētahi atu kōrero: Extra information

- You must be a NZ/Australian citizen or hold/be eligible for, a NZ work visa to apply. We are willing to work with the right applicant to obtain a work visa if necessary.
- All successful applicants are subject to a pre-employment drug and alcohol test.
- Animal Keepers are required to be vaccinated against Hepatitis A, Hepatitis B and have a current Tetanus booster.
- Reliable transport is required to get you to the Park.

If you are adaptable and open-minded, with a desire to push yourself to benefit conservation and animal welfare, **APPLY NOW** and [contact us](#) for an application pack! Please ensure you include a letter of introduction alongside your completed application form.

Applications for this position close on **Sunday 22nd June 2025, 5pm**.

Confidential Application For Employment

POSITION APPLIED FOR:

Where Did You Find Out About This Position? *SEEK, Trade Me, Other (please state):*

PERSONAL

Name: _____

Are you known by any other names? If so, what are they? _____

Date of Birth: ____/____/____

CONTACT DETAILS

Address: _____

Mobile: _____

Email: _____

WORK STATUS

Under what circumstances are you legally entitled to work in New Zealand? (tick one)

☐ New Zealand or Australian citizenship

☐ Work Visa

If applying for work in New Zealand under a Work Visa, please state your Visa type and expiry date:

EDUCATION

Name of last education provider: _____

Qualifications earned (please include evidence of any qualifications listed in the application or accompanying CV):

Year: _____ Details: _____

Year: _____ Details: _____

Year: _____ Details: _____

Can you speak any other language?

YES

NO

QUALIFICATIONS

Do you have any other qualifications, certificates, etc?

Please describe the skills that you have which are relevant to the position.

EMPLOYMENT HISTORY

Current/Most recent employer details:

Company: _____

City: _____

Job Held & Main Duties:

Number of hours worked per week:

Dates/Length of Service: _____

Reason for leaving: _____

Do you consent to the Company contacting this employer for the purposes of reference checking?

YES

NO

Next most recent employer:

Company: _____

City: _____

Job Held & Main Duties:

Number of hours worked per week:

Dates and Length of Service: _____

Reason for leaving: _____

Do you consent to the Company contacting this employer the purposes of reference checking?

YES

NO

Next most recent employer:

Company: _____

City: _____

Job Held & Main Duties:

Number of hours worked per week:

Dates and Length of Service: _____

Reason for leaving: _____

Do you consent to the Company contacting this employer for the purposes of reference checking?

YES

NO

Please give details of any other job that may be relevant:

Do you have secondary employment?

YES

NO

If yes, please detail:

Please give the name, relationship, address, email and telephone numbers of **at least two referees**.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

If your application were successful, when could you commence employment?

____/____/____

I consent to the Company seeking verbal or written information on a confidential basis about me from representatives of my previous employers and/or referees and authorise the information sought to be released by them to the Trust for the purposes of ascertaining my suitability for the position I am applying for. I understand that the information received by the Trust is supplied in confidence as evaluative information, and as such will not be disclosed to me.

Signed: _____

Date: ____/____/____

GENERAL

Are you available to work the hours outlined?

YES

NO

Are you prepared to work at other times if required?

YES

NO

Have you been convicted of a criminal offence?

YES

NO

Are you awaiting the hearing of charges in a civil or criminal court?

YES

NO

Do you have a current full driver's license?

YES

NO

Do you have any demerit points?

YES

NO

What transport arrangements do you have to attend your place of employment?

MEDICAL

Do you consent to any occupational health monitoring if applicable to the job?

YES

NO

Have you had any injury or medical condition caused by gradual process, disease or infection (for example hearing loss, occupational overuse syndrome) that may be aggravated or further contributed to by the tasks of the position?

YES

NO

If yes, please specify:

YES

NO

Have you claimed accident compensation in the last 12 months?

If yes, please specify:

Please state any serious injury you have suffered that may affect your ability to effectively carry out the duties of this position:

Do you have any other known conditions that may affect your ability to effectively carry out the duties of this position?

YES

NO

If yes, please specify:

I consent to Orana Wildlife Trust seeking information on a confidential basis about me from the New Zealand Police, or any foreign police authorities if I reach the shortlist of applicants. The information sought is to be released to them for the purposes of ascertaining my suitability for the position for which I am applying. I understand that this information is to be treated as "evaluative material" and thus I have no claim for access to it. This consent is valid for two (2) months from the date shown below.

Signed by me this ____ day of _____, 20____.

Applicant(s) are required to pass a drug and alcohol test following a conditional offer of employment. Should I be offered employment with Orana Wildlife Trust, I consent to undergo a drug and alcohol test (at Orana Wildlife Trust's expense). This consent is valid for two (2) months from the date shown below.

Signed by me this ____ day of _____, 20____.

DECLARATION

_____(full name) declare that to the best of my knowledge the answers in this application for employment form are correct and I understand that if any false or deliberately misleading information is given, or any material fact suppressed, I will not be accepted, or if I am employed, my employment will be terminated. I also understand that the information requested within this application form is sought to establish my suitability for the position that I am applying, and that if I do not provide such information then this application for employment may be rejected.

Signed: _____

Date: ____/____/____
