

Full-time rostered positions for experienced Animal Keepers (x2). Bring your knowledge and practical approach to support team management and your colleagues.

- Primate Team and Mammals Team - permanent positions
- Work alongside passionate and inclusive colleagues
- Rotating roster with no more than four working days in a row

Mō mātou: About us

At Te Nukua Wellington Zoo we are guided by our kaupapa “Me tiaki, kia ora!” – we must look after our environment so all life will flourish. We punch above our weight in leading the way through connecting people with animals, saving animals in the wild and ensuring we’re a voice to be heard.

Mō te tūranga: About the role

We have two permanent full-time positions available - one in our Primate team and one in our Mammals team (a mix of Carnivore and Ungulates). These are rostered roles.

We are looking for colleagues who can support other members of the team with their knowledge, practicality and initiative. From time to time the role may arrange and monitor daily keeping duties of other team members as a Point of Contact.

Our animal keepers have responsibilities for daily husbandry, welfare, and care of a variety of species. This includes habitat maintenance and management, specialised diet preparations, enrichment programmes, and animal training. And, observing animal behaviour and lots of thorough record keeping. We use the Five Domains Model to continually assess animal welfare.

There’s also good amount of interaction and collaboration with other staff across the Zoo as well as engagement with our visitors.

He kōrero mōu: About you

- Proven experience as an Animal Keeper (at least five years') in the best-practice husbandry of a range of zoo taxa.
- Demonstrated experience and confidence in providing guidance, and support to other members of a team; and able to effectively train colleagues in specialist skills
- Proven ability to carry out and supervise daily keeping duties to a high standard ensuring all husbandry and welfare needs are met.
- Proven experience in operational training/conditioning and behavioural enrichment.
- Relevant bachelor's degree and/or Certificate in Zoo Animal Management and/or relevant equivalent experience.
- Commitment to and understanding of the World Association of Zoos and Aquariums strategies for Animal Welfare and Conservation.
- Prior ZIMS record keeping experience would be useful.
- Effective communication and collaboration skills. Able to perform close encounters and keeper talks.
- Great at organising with an aptitude for creative problem-solving and a 'can-do' attitude.
- A good level of fitness due to the nature and requirements of the role (and our terrain – we are on a hill).
- Demonstrated ability to develop and maintain effective relationships with a broad range of people
- Committed to upholding a safe, respectful, and inclusive workplace.

Ngā āhuatanga kei a mātou: What we offer

- Inclusive and supportive colleagues and managers Zoo wide.
- Rotating roster (Monday to Sunday). Repeating roster does not exceed four working days in a row.
- Uniform provided including boots.
- An organisation with a commitment to conservation.
- An extra accrued week of annual leave after 5 years continuous service.
- Zoo product discounts.
- Annual flu vaccinations.
- Free parking.

Please note the following:

- Applicants for this position should already have NZ residency or a valid NZ work permit.
- If successful you will be required to undergo a police background check; police vetting check; and a pre-employment drug and alcohol test. All of these we arrange for you through relevant providers.
- If you have support or access requirements, we encourage you to tell us when you apply so we can assist you through the recruitment process.
- If you have any questions about the role or the application process, please contact people&culture@wellingtonzoo.com

Tono mai | Apply Now

Applications close: **NZT 5:00pm Thursday 26 February 2026** submitted through our career website.

Please contact people&culture@wellingtonzoo.com if you have any questions and someone will contact you.

Wellington Zoo is a diverse workforce that reflects Aotearoa New Zealand. We are Rainbow Tick-certified and are committed to accepting, valuing, and embracing the diversity of all people.

Tūhono mai! Come join us!