

TOP TRUMP INSTRUCTIONS

Top Trumps is a popular card game that can be played by any number of people.

To play RZSS Job Profile Top Trumps, you can follow these steps:

- 1) Shuffle the deck and deal all the cards face down
 - 2) Each player holds their cards face up so they can only see the top card
 - 3) The player to the left of the dealer starts by reading out one of the best statistics from their top card
 - 4) The other players read out the same stat from their top cards
 - 5) The player with the highest value in that category wins the round and takes all the cards
 - 6) The winner of the hand takes the cards and adds them to their group of cards in their hand at the back.
 - 7) The winner of the round chooses the best statistic for the next round.
 - 8) Work your way through the cards in your hand.
 - 9) The first player to win all the cards wins the game.
- If two or more cards have the same value, all the cards are placed in the middle and the next round the same statistic is read out again. The winner of that round also takes the cards in the middle.



RZSS TOP TRUMP JOB PROFILE CARDS

At the top of the card there will be a job description detailing the outline of this role within RZSS and a picture relating to the profile

| Statistic | Description is scored from either 1-5, 1-8 or 1-10. |
|---|--|
| Salary (Band / £££) | This is the level at which the roles pays |
| Education (min entry level) (1-8) | <p>The minimum education required for this role</p> <ol style="list-style-type: none"> 1. National 5/Standard Grade/O-Grades. 2. Higher. 3. Advanced Higher, City and Guilds Cert. and HNC. 4. HND. 5. Bachelor's degree. 6. Honours degree. 7. Master's degree, Postgraduate Diploma, Postgraduate Certificate. 8. Doctoral degree. |
| Previous experience required (0-10) | This role may require additional experience for the role as well as the minimum educational level |
| Strategic management (0-10) | This score shows the level at which this role has strategic influence for the Society |
| Additional qualifications and skills (0-10) | This score indicated the level of additional qualifications and skills require for this position |
| Inter-departmental cooperation (0-5) | This score indicated how much this role works with other depts in the Society |
| Physically demanding role (0-5) | This score indicate how physically demanding this role is. |
| Public engagement (0-10) | This indicates to what level this position interacts with the general public. |

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RETAIL SALES ASSISTANT

Job description: To manage and oversee retail, stock control, movement and storage; with additional administrative responsibility related to stock management, e-commerce (online shop) fulfilment and reporting.



| Statistic | Rating |
|---|---|
| Salary (Band / £££) | Band A £23,400 |
| Education (min entry level) (1-8) | 1 – National 5/Standard Grade/O-Grades. |
| Previous experience required (0-10) | 1 |
| Strategic management (0-10) | 1 |
| Additional qualifications and skills (0-10) | 2 |
| Interdepartmental cooperation (0-5) | 2 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 8 |

VISITOR EXPERIENCE ASSISTANT

Job description: Providing a first-class sales and customer service experience to all visitors at either RZSS sites by providing information and assistance and ensuring an environment that is engaging and well maintained.



| Statistic | Rating |
|---|---|
| Salary (Band / £££) | Band A £23,400 |
| Education (min entry level) (1-8) | 1 – National 5/Standard Grade/O-Grades. |
| Previous experience required (0-10) | 2 |
| Strategic management (0-10) | 2 |
| Additional qualifications and skills (0-10) | 2 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 10 |

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DISCOVERY AMBASSADOR

Job description: Providing a first-class service to visitors at either RZSS site in a varied and exciting role engaging with visitors and communities ensuring a high standard of customer service always. You will deliver a range of innovative and creative activities, talks and tour programmes to engage and excite visitors in support of RZSS' vision and mission.



| Statistic | Rating |
|---|---|
| Salary (Band / £££) | Band A £23,400 |
| Education (min entry level) (1-8) | 1 – National 5/Standard Grade/O-Grades. |
| Previous experience required (0-10) | 2 |
| Strategic management (0-10) | 2 |
| Additional qualifications and skills (0-10) | 3 |
| Interdepartmental cooperation (0-5) | 4 |
| Physically demanding role (0-5) | 3 |
| Public engagement (0-10) | 10 |

ANIMAL KEEPERS

Job description: With direction from your Section managers, perform all assigned duties to ensure the smooth running of the allocated animal section/project, aiming to optimise the quality of animal welfare and to deliver or support delivery of an innovative and creative programme of live animal interactive activities to engage and excite visitors in support of RZSS' vision and mission.



| Statistic | Rating |
|---|---|
| Salary (Band / £££) | Band B £23,400-£24,440 |
| Education (min entry level) (1-8) | 1 – National 5/Standard Grade/O-Grades. |
| Previous experience required (0-10) | 6 |
| Strategic management (0-10) | 2 |
| Additional qualifications and skills (0-10) | 4 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 5 |
| Public engagement (0-10) | 5 |

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GARDENER

Job description: Plan and undertake the maintenance and management of the park gardens, including the nursery, landscape, enclosure areas, facilities, and infrastructure owned by RZSS. This will be done in line with the garden team's procedures and ongoing sitedevelopment plans, supporting RZSS' vision and mission, ensuring high standards of general maintenance to create safe and well-presented areas for visitors.



| Statistic | Rating |
|---|---|
| Salary (Band / £££) | Band B £23,400-£24,440 |
| Education (min entry level) (1-8) | 3 – Advanced Higher, City & Guilds certification and HNC. |
| Previous experience required (0-10) | 4 |
| Strategic management (0-10) | 2 |
| Additional qualifications and skills (0-10) | 5 |
| Interdepartmental cooperation (0-5) | 2 |
| Physically demanding role (0-5) | 5 |
| Public engagement (0-10) | 4 |

DRIVER / SKILLED LABOUR

Job description: To carry out, to completion, property maintenance related tasks (multi trade) to agreed timescales, quality standards and in a cost-effective manner, undertaking designated activities (trade specific) in managing the build and maintenance of all buildings, facilities and infrastructure owned by RZSS. Ensure that all areas of the site are safe and well presented for our visitors in support of RZSS' mission and vision.



| Statistic | Rating |
|---|---|
| Salary (Band / £££) | Band B £23,400-£24,440 |
| Education (min entry level) (1-8) | 3 – Advanced Higher, City & Guilds certification and HNC. |
| Previous experience required (0-10) | 6 |
| Strategic management (0-10) | 2 |
| Additional qualifications and skills (0-10) | 7 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 5 |
| Public engagement (0-10) | 2 |

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D&L DISCOVERY RANGER

Job description: Providing a first-class service to visitors to either RZSS site in a varied and exciting role engaging with visitors and communities ensuring a high standard of customer service always. Delivering an innovative and creative activities, talks and tour programmes to engage and excite visitors in support of RZSS' vision and mission.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band C £24,407-£27,204 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 3 |
| Strategic management (0-10) | 4 |
| Additional qualifications and skills (0-10) | 3 |
| Interdepartmental cooperation (0-5) | 4 |
| Physically demanding role (0-5) | 3 |
| Public engagement (0-10) | 10 |

IT HELPDESK ANALYST

Job description: Undertake designated specialist IT activities across multiple locations, to provide an effective IT service to colleagues, in accordance with agreed service standards, under appropriate guidance and direction, in support of RZSS' vision and mission. Assist other IT staff, and the Head of IT as needed, in the provision of a professional service to all employees.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band C £24,407-£27,204 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 5 |
| Strategic management (0-10) | 3 |
| Additional qualifications and skills (0-10) | 5 |
| Interdepartmental cooperation (0-5) | 5 |
| Physically demanding role (0-5) | 1 |
| Public engagement (0-10) | 2 |

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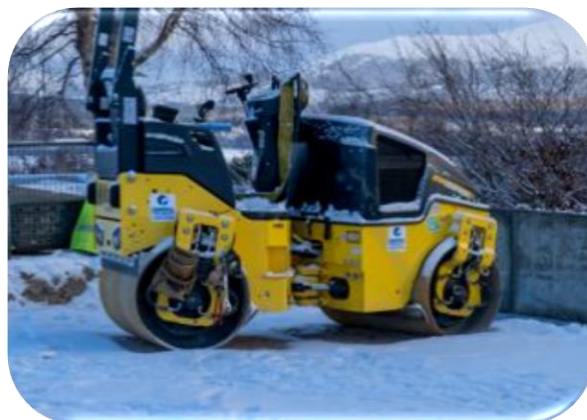
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HEAVY PLANT & EQUIPMENT OPERATOR

Job description: To undertake the operation of heavy plant and equipment in all areas owned by the RZSS in a cost-effective manner and in line with the Annual Business Plan, gardens, the training programme and all other departments within the Society.



| Statistic | Rating |
|---|---|
| Salary (Band / £££) | Band C £24,407-£27,204 |
| Education (min entry level) (1-8) | 3 – Advanced Higher, City & Guilds certification and HNC. |
| Previous experience required (0-10) | 7 |
| Strategic management (0-10) | 4 |
| Additional qualifications and skills (0-10) | 6 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 5 |
| Public engagement (0-10) | 5 |

EXPERIENCED ANIMAL KEEPER

Job description: With direction from your section management, deliver the day-to-day operations including performing all assigned duties to ensure the smooth running of the allocated animal section / project, aiming to optimise the quality of animal welfare and to deliver or support delivery of an innovative and creative programme of live animal interactive activities to engage and excite visitors in support of RZSS' vision and mission.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band C £24,407-£27,204 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 6 |
| Strategic management (0-10) | 4 |
| Additional qualifications and skills (0-10) | 5 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 5 |
| Public engagement (0-10) | 6 |

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CONSERVATION – GENOMICS TECHNICIAN

Job description: To undertake genetic and genomic work, preparing and analysing DNA and contributing to the day to day running of the RZSS WildGenes laboratory facility. As a member of the Conservation department, the post holder will contribute to the development of RZSS in achieving its Mission and Aims.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band D £27,487-£30,637 |
| Education (min entry level) (1-8) | 6 – Honours degree. |
| Previous experience required (0-10) | 7 |
| Strategic management (0-10) | 4 |
| Additional qualifications and skills (0-10) | 7 |
| Interdepartmental cooperation (0-5) | 2 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 3 |

CONSERVATION PROJECT OFFICER (FIELD)

Job description: Deliver targeted conservation project work in support of RZSS conservation department activities, using an established understanding of conservation science, and conservation management skills to support this delivery. To effectively implement activities of the conservation department under direction of the Conservation Programme Manager (Field), leading on many aspects of given projects.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band D £27,487-£30,637 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 5 |
| Additional qualifications and skills (0-10) | 6 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 5 |
| Public engagement (0-10) | 6 |

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FUNDRAISING OFFICER

Job description: To support all aspects of fundraising for RZSS from individuals, companies and grant-giving organisations, including initiating compelling fundraising campaigns and running innovative stewardship events which bring funders closer to our inspiring animals, conservation programmes and communities.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band D £27,487-£30,637 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 7 |
| Strategic management (0-10) | 5 |
| Additional qualifications and skills (0-10) | 5 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 1 |
| Public engagement (0-10) | 8 |

COMMUNICATIONS OFFICER

Job description: To produce content for the website, social media, newsletters, blogs, internal communications and media releases and act as the point of contact for media enquiries to promote both RZSS sites as world class visitor attractions and RZSS as an international leader in conservation and science, growing brand awareness, income and support, safeguarding our brand reputation.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band D £27,487-£30,637 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 7 |
| Additional qualifications and skills (0-10) | 6 |
| Interdepartmental cooperation (0-5) | 4 |
| Physically demanding role (0-5) | 1 |
| Public engagement (0-10) | 10 |

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ELECTRICIAN

Job description: To ensure safe electrical installations and undertake designated activities, related to your trade, for the maintenance and refurbishment of all buildings, facilities and infrastructure owned by the RZSS; to ensure that all areas of the site are safe and well presented for our visitors and in accordance with agreed service standards and in a cost-effective manner, in support of RZSS' mission and vision.



| Statistic | Rating |
|---|--|
| Salary (Band / £££) | Band D £27,487-£30,637 |
| Education (min entry level) (1-8) | 3 – Advanced Higher, City and Guilds certification and HNC |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 3 |
| Additional qualifications and skills (0-10) | 8 |
| Interdepartmental cooperation (0-5) | 5 |
| Physically demanding role (0-5) | 4 |
| Public engagement (0-10) | 3 |

BLACKSMITH

Job description: To undertake designated activities, related to your trade, for the maintenance and refurbishment of all buildings, facilities and infrastructure owned by RZSS; to ensure that all areas of the site are safe and well presented for our visitors and in accordance with agreed service standards and in a cost-effective manner, in support of RZSS' mission and vision.



| Statistic | Rating |
|---|---|
| Salary (Band / £££) | Band D £27,487-£30,637 |
| Education (min entry level) (1-8) | 3 – Advanced Higher, City & Guilds certification and HNC. |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 3 |
| Additional qualifications and skills (0-10) | 8 |
| Interdepartmental cooperation (0-5) | 2 |
| Physically demanding role (0-5) | 5 |
| Public engagement (0-10) | 3 |

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VOLUNTEER COMMUNITY OFFICER

Job description: To develop and deliver RZSS volunteer programme including innovative and creative volunteering activities; managing volunteer partnerships and projects part of the onsite discovery programme to engage our daily visitors. To support the development and delivery of community partnerships programmes and explore opportunities for continued development of the community and discovery programmes.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band E £32,578-£36,311 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 7 |
| Strategic management (0-10) | 4 |
| Additional qualifications and skills (0-10) | 6 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 8 |

IT INFRASTRUCTURE TECHNICIAN

Job description: Undertake designated specialist IT activities across multiple locations, to provide an effective IT service to colleagues, in accordance with agreed service standards, with minimal supervision, in support of RZSS's vision and mission. Assist the Head of IT, and other IT staff, as needed in providing a professional service to all employees.



| Statistic | Rating |
|--|------------------------|
| Salary (Band / £££) | Band E £32,578-£36,311 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 6 |
| Additional qualifications and skills (0-10) | 10 |
| Interdepartmental cooperation (0-5) | 5 |
| Physically demanding role (0-5) | 1 |
| Public engagement (0-10) | 2 |

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SENIOR LABORATORY TECHNICIAN

Job description: To manage the day-to-day running of the RZSS WildGenes laboratory facility including planning co-ordinating and preparing delivery of genetic analysis and maintaining a high-quality laboratory environment for the conservation science programme, to agreed standards under appropriate support and guidance, in support of RZSS's vision and mission



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band E £32,578-£36,311 |
| Education (min entry level) (1-8) | 6 – Honours degree. |
| Previous experience required (0-10) | 7 |
| Strategic management (0-10) | 3 |
| Additional qualifications and skills (0-10) | 8 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 3 |
| Public engagement (0-10) | 3 |

FINANCE MANAGER

Job description: To manage the day-to-day operations of the Finance department within RZSS, Responsible for the day-to-day operations of the Finance Team. Responsible for the preparation and analysis of comprehensive management and other financial information required as part of the full financial management service provided to RZSS in support of the charity's vision and mission.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band F £39,272-£43,773 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 7 |
| Additional qualifications and skills (0-10) | 7 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 3 |

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VETERINARY SURGEON

Job description: To provide Veterinary Surgeon services across RZSS, and where appropriate oversee the work of other colleagues, contributing to the definition and development of appropriate strategies, plans and policies in support of RZSS' vision and mission and contributing to maintaining a high standard of medical care for the animals held by the RZSS.



| Statistic | Rating |
|---|---|
| Salary (Band / £££) | Band F £39,272-£43,773 |
| Education (min entry level) (1-8) | 7 – Master's degree, Postgraduate Diploma |
| Previous experience required (0-10) | 9 |
| Strategic management (0-10) | 6 |
| Additional qualifications and skills (0-10) | 9 |
| Interdepartmental cooperation (0-5) | 2 |
| Physically demanding role (0-5) | 5 |
| Public engagement (0-10) | 3 |

HEALTH AND SAFETY MANAGER

Job description: To act as the Competent Person for health and safety with the RZSS as defined under the Management of Health and Safety at Work Regulations 1999 and be the charity's subject matter expert for health, safety and advise on occupational hygiene including responsibility for health-related projects.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band F £39,272-£43,773 |
| Education (min entry level) (1-8) | 6 – Honours degree. |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 7 |
| Additional qualifications and skills (0-10) | 8 |
| Interdepartmental cooperation (0-5) | 5 |
| Physically demanding role (0-5) | 3 |
| Public engagement (0-10) | 4 |



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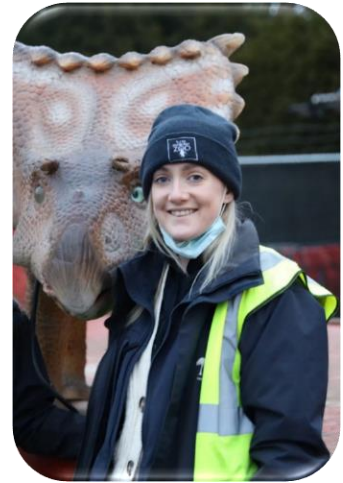
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EVENTS AND EXPERIENCES MANAGER

Job description: Develop, plan and deliver an engaging and innovative events and experiences programme at both RZSS sites; enhancing visitor engagement whilst ensuring delivery of income targets for RZSS. Oversight and management of travel trade business growth for RZSS. Act as duty manager on a rostered basis, liaising closely with other site duty manager and other colleagues to ensure the smooth running of these, with evening and weekend working. Manage incidents and their impact on visitors as and when they arise.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band G £45,719-£50,959 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 7 |
| Strategic management (0-10) | 6 |
| Additional qualifications and skills (0-10) | 6 |
| Interdepartmental cooperation (0-5) | 3 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 7 |

COMMUNICATIONS MANAGER

Job description: To lead and manage communications team activities in support of RZSS's vision and mission as a leading wildlife conservation charity. Promote both sites as world class visitor attractions and gateways to nature and RZSS as an international leader in conservation and science, growing brand awareness, income, and support, and safeguarding our brand reputation.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band G £45,719-£50,959 |
| Education (min entry level) (1-8) | 5 – Bachelor's degree. |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 6 |
| Additional qualifications and skills (0-10) | 6 |
| Interdepartmental cooperation (0-5) | 8 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 10 |

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HEAD OF ESTATES AND DEVELOPMENT

Job description: To develop, direct and lead a full facilities management programme and capital development programme in support of site masterplans. Ensuring the maintenance, development and environmental sustainability of infrastructure and assets across RZSS. As part of the strategy and steering group, contribute to strategic planning in support of RZSS achieving its mission and aims.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band H £58,520-£65,226 |
| Education (min entry level) (1-8) | 5 – Bachelor’s degree. |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 7 |
| Additional qualifications and skills (0-10) | 8 |
| Interdepartmental cooperation (0-5) | 4 |
| Physically demanding role (0-5) | 3 |
| Public engagement (0-10) | 6 |

HEAD OF INFORMATION TECHNOLOGY

Job description: To lead the information technology (IT) team to provide robust, high quality, proactive and effective technology-related services and activities that are tailored to meet the current, emerging and future needs of RZSS. Undertakes a pivotal and lead role in relation to all information and communication technology and data management for RZSS. As part of the senior management team contributes and leads the strategic planning in support of RZSS achieving its mission and aims.



| Statistic | Rating |
|---|--|
| Salary (Band / £££) | Band H £58,520-£65,226 |
| Education (min entry level) (1-8) | 7 – Master’s degree, Postgraduate Diploma, Postgraduate Certificate. |
| Previous experience required (0-10) | 9 |
| Strategic management (0-10) | 9 |
| Additional qualifications and skills (0-10) | 9 |
| Interdepartmental cooperation (0-5) | 4 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 5 |



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DIRECTOR OF PEOPLE AND CULTURE

Job description: To direct, lead and manage the strategic direction and operational services for Human Resources (HR) department to provide a high quality, initiative-taking and effective service that is tailored to meet current, emerging and future needs to meet RZSS's charitable aims and objectives. This is a key role ensuring the provision of robust HR advice and support to the Executive and Strategy Steering Group taking into consideration legislation/regulation, best practice and the organisation's needs. As a member of the Executive team, contribute to the strategic planning in support of RZSS in achieving its mission and aims.



| Statistic | Rating |
|---|------------------------|
| Salary (Band / £££) | Band I £70,434-£78,507 |
| Education (min entry level) (1-8) | 6 – Honours degree. |
| Previous experience required (0-10) | 8 |
| Strategic management (0-10) | 7 |
| Additional qualifications and skills (0-10) | 7 |
| Interdepartmental cooperation (0-5) | 5 |
| Physically demanding role (0-5) | 1 |
| Public engagement (0-10) | 3 |

DEPUTY CHIEF EXECUTIVE OFFICER

Job description: This role is to support the RZSS CEO in the overall direction, management and administration of all aspects of RZSS operations including its programmes, products and services as well as all aspects of the charity's, financial and operating performance in support of the RZSS vision, mission, values and strategic objectives. Promote both RZSS sites as world class visitor attractions and gateways to nature and RZSS as an international leader in conservation and community engagement, grow brand awareness, income and support, safeguard our brand reputation and promote RZSS within the political environment.



| Statistic | Rating |
|---|-------------------------|
| Salary (Band / £££) | Band J £93,507-£104,223 |
| Education (min entry level) (1-8) | 6 – Honours degree. |
| Previous experience required (0-10) | 9 |
| Strategic management (0-10) | 8 |
| Additional qualifications and skills (0-10) | 6 |
| Interdepartmental cooperation (0-5) | 5 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 9 |

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CHIEF FINANCIAL OFFICER

Job description: This role to directly, support and oversee the financial activities of RZSS; providing consistent, robust and expert financial advice to the CEO, Trustees and Senior Management of RZSS. The role also provides leadership and oversight property and estates, health and safety and IT department(s). Promote both RZSS sites as world class visitor attractions and gateways to nature and RZSS as an international leader in conservation and community engagement, grow brand awareness, income and support, safeguard our brand reputation and promote RZSS within the political environment.



| Statistic | Rating |
|---|-------------------------|
| Salary (Band / £££) | Band J £93,507-£104,223 |
| Education (min entry level) (1-8) | 6 – Honours degree. |
| Previous experience required (0-10) | 9 |
| Strategic management (0-10) | 9 |
| Additional qualifications and skills (0-10) | 7 |
| Interdepartmental cooperation (0-5) | 9 |
| Physically demanding role (0-5) | 2 |
| Public engagement (0-10) | 4 |

CHIEF EXECUTIVE OFFICER (CEO)

Job description: To lead in the development and communication of the strategic direction of RZSS, and through leadership of the senior management team ensure the effective delivery of RZSS's charitable objectives as a conservation focused organisation - ensuring it is commercially sound and successful and provides a positive working environment for all staff and volunteers.



| Statistic | Rating |
|---|-----------------------------|
| Salary (Band / £££) | Set by the board £104,223 + |
| Education (min entry level) (1-8) | 6 – Honours degree. |
| Previous experience required (0-10) | 10 |
| Strategic management (0-10) | 10 |
| Additional qualifications and skills (0-10) | 6 |
| Interdepartmental cooperation (0-5) | 5 |
| Physically demanding role (0-5) | 1 |
| Public engagement (0-10) | 10 |

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