



Job Advert: Research Internship, CIRCLE

Applications to be submitted by the end of Sunday 14th August 2016
(interviews to be held at Flamingo Land on Thursday 18th August 2016)

Title: Research Intern (four vacancies).

Time period: 1 year (11th October 2016 – 30th September 2017; dates flexible).

Pay: Voluntary (but with free accommodation and subsidised food available in the staff canteen; part-time vacancies in the on-site catering and retail outlets will also be available during summer months).

Working hours: Flexible. To be determined upon arrival.

Qualifications needed: Confirmed or projected B.Sc. grade 2:1 or equivalent in a relevant field (e.g. conservation, ecology, zoology, psychology, education, environmental science).

Experience needed: Proven willingness to gain experience beyond the standard university education is strongly recommended. The position would suit new graduates or sandwich year students seeking to gain practical experience and training for a career in life sciences research, or conservation management.

Personal attributes: Hard-working, self-motivated, enthusiastic, excellent inter-personal skills, good initiative, flexible attitude to work.

About CIRCLE: The Centre for Integrated Research, Conservation and Learning (CIRCLE) is a joint initiative between the University of York (a Russell Group university ranked consistently among the top UK universities for research and research impact) and the UK's most visited zoo, Flamingo Land (Malton, North Yorkshire). CIRCLE's mission is to use scientific evidence to guide biodiversity conservation, animal welfare and public understanding of the natural world. CIRCLE has received multiple awards for its environmental research and conservation work and produces several scientific publications each year.

About Flamingo Land: The zoo at Flamingo Land is part of a global network of zoos and aquariums working together to manage the captive population of threatened animals, to educate visitors on biodiversity conservation and to raise funds for conservation causes. Included among the 130 animal species at Flamingo Land are several animals on the European Endangered Species Program. The park is unique among UK zoos as the site is shared with a large theme park and holiday village. The diversity of attractions includes a record-breaking roller-coaster, acrobats from Tanzania, education activities and a wide variety of shows, cafes, bars and restaurants. With 1.2-1.4 million visitors annually, it is the UK's most visited zoo.

Job Description: The four interns will be based at Flamingo Land and will each be responsible for carrying out a one-year individual research project, and one team project, in one of four disciplines (see page 2). Interns will then undertake the research for a number of months before summarising their findings in a report. Development of a scientific paper will be strongly encouraged and interns will receive guidance in this. Interns will also make a final presentation on their work at a relevant conference, and will be encouraged to participate in the general activities of the zoo, including fundraising, meetings and public engagements. Interns will also have the opportunity to attend lectures and practical classes in quantitative methods using statistical package R and other relevant courses at the University of York. There will also be opportunities to perform additional duties as desired, such as assisting in primary school classes, animal husbandry, habitat management and presentations to the general public.

Submission requirements: CV, covering letter (stating one or more of the four research disciplines that you are interested in), full contact details for two referees (at least one from an institution of higher learning), copy of degree certificate (or most recent exam result transcript).

Postal applications: Dr. Andrew Marshall, Environment Department, University of York, YO10 5NG.

E-mail enquiries/applications: circle@flamingoland.co.uk. **Telephone enquiries:** 07725 010100

Disciplines of Research

1. Tropical Forest Conservation: Flamingo Land's Udzungwa Forest Project (UFP) in Tanzania carries out conservation research on tropical forest management. The research will assist the Director of Conservation Science in analysis of field data. Using these data, Flamingo Land and UFP are developing a system for forest management driven by research into ecosystem health and human livelihoods, with focus on the threatened forest of Magombera. The most recent data gathered include various measures of success of conservation activities in the area, such as indicator animal populations, forest structure, environmental education and most importantly, rates of natural resource use. Together it is hoped that these data will contribute to understanding forest regeneration for reversing the disastrous effects of deforestation on plants and animals. The research project of this intern will focus on an aspect of forest ecology or human-ecological interaction. The intern will also assist with general project monitoring, and fundraising, including our annual FlaminGO! 10k run, which usually raises sufficient funds for this intern to **visit Tanzania** for one month towards the end of the internship period.

2. Animal Management: This research will aim to improve animal welfare in zoos. Recent pioneering research at Flamingo Land has assessed the process of animal exhibit design in zoos, with focus on behaviour and breeding in Humboldt penguins, flamingos and the extinct-in-the-wild scimitar-horned oryx. This work has been carried out primarily through questionnaire surveys of multiple zoos to assess their breeding in comparison with different features of enclosure design and animal husbandry. This year, the intern will help to gather behavioural data to help complement this work, and will work with the Director of Conservation Science to develop our next big animal enclosure design study (species to be determined in discussion with the intern).

3. Native Conservation: The 375 acre site at Flamingo Land has various areas of land set aside for conservation of native wildlife, managed under the UK's first formal Zoo Biodiversity Action Plan. The work includes close collaboration with The Woodland Trust, Ryedale District Council, the BIAZA Native Species Working Group and the David Bellamy Conservation Award Scheme. The intern will assist with two major outputs during this year: (1) a research paper outlining our process for selecting indicators of biodiversity conservation success, and (2) a new Biodiversity Action Plan to follow-on from the existing plan which expires in 2016. The intern will also help with the planning and implementation of monitoring of biodiversity conservation success, while also assisting with the practical implementation of the Biodiversity Action Plan. Central to this work will be a diverse range of ecological and social surveys.

4. The Role of Zoos: This research will investigate the success of zoos across the world in contributing to the understanding and conservation of biodiversity. CIRCLE has compiled a unique database of nearly 20,000 scientific publications by zoos, and is currently assessing their content to help address zoo research achievements and gaps. Working together with the World Association of Zoos and Aquariums, this work is expected to have major impact on the future research directions of the world's zoos. The intern will assist with the preparation of a ground-breaking article evaluating the contribution of zoos to conservation science, intended for submission to the journal *Science*.

Team Project: The four interns will also work together on an aspect of zoo management that will help us to better understand the animals at Flamingo Land and to communicate our work to other zoos. This work will liaise closely with Flamingo Land's Zoo Manager and will likely focus on the decisions made by zoos in determining animal diets or husbandry. The exact subject focus will be selected by the interns themselves with our guidance.

"CIRCLE gave me the opportunity and freedom to develop my CV"

"Thanks to my time at CIRCLE I found a dream job in no time!"

"A fun year with some great people in a very unique place"