

EUROPEAN PROFESSIONAL ZOOKEEPER QUALIFICATION FRAMEWORK

crowledge/skill areas		Topics	Competences	
Transversal Skills	1. A zookeeper can: manage themselves appropriately and can work professionally with other people	1.1. Self- Management	1.1.1 Time Management	
			1.1.2 Professional Development	
			1.1.3 Professional Conduct	
		1.2 Working with	1.2.1 Professional Networks	
		Others	1.2.2 Working Relationships	
			1.2.3 Communicating with Others	
		1.3 Management	1.3.1 Recruitment	
			1.3.2 Team Management	
			1.3.3 Setting and Achieving Objectives	
		1.4 Communication	1.4.1 Presentation and Public Speaking	
		Skills	1.4.2 Language Proficiency	1000
			1.4.3 Using Technology	
jab-Specific Competencies	 A coale-spec can manage the animals under their care to promote positive welfare. 	2.1 Taxon-Specific Knowledge	2.1.1 Systematics and Taxonomy	
			2.1.2 Characteristics of the Animal Kingdom	
			2.1.3 Evolution vs. Domestication	
			2.1.4 Hybridisation and Kinship	
			2.1.5 Ecology	
		2.2 Animal Behaviour	2.2.1 Behaviour Basics	
			2.2.2 Innate and Learned Behaviour	
			2.2.3 Observing and Data Sampling	
			2.2.4 Abnormal Behaviour	1000
			2.2.5 Behavioural Enrichment	
		2.3 Animal	2.3.1 The Biology of Reproduction	
		Reproduction	2.3.2 Selection of Stock for Breeding Programm	
			2.3.3 Care of Breeding Animals and Young	
			2.3.4 Breeding and Population Management	
		2.4 Animal Feeding	2.4.1 Feed Recognition	
			2.4.2 Feed Preparation	
			2.4.3 Feed Presentation	
			2.4.4 Feed Utilisation	
			2.4.5 Waste food Disposal	
		2.5 Nutrition	2.5.1 Digestion of Food	
			2.5.2 Ration Design and Fermulation	
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WHAT?

4 knowledge & skill areas, **26** topics, **92** competences, **3** levels: one **framework** outlining the key skills , knowledge and competences that professional **zookeepers** need to succeed in their role.

WHY?

Standardised training opportunities for zookeepers are lacking in many European countries. The framework can be used to map individual skills, but also to develop or improve zookeeper training plans and qualifications.





WHO?

(Aspiring) **zookeepers**, **institutions** employing zookeepers, institutions training zookeepers: these are the main user groups of the framework. At a **government** level, the framework can also be used to create or revise national standards for zookeepers.

HOW?

As examples of how the framework can be used to create and deliver training, the EPZQF project team has developed three **online learning modules**. They are available to use free of charge on **www.zookeepers.eu**.





BUT... HOW??

The EPZQF website offers several examples of methods to **monitor** or **assess** zookeeper skills and competences and to create plans for **improvement** - also for zoos and aquariums that do not have extensive budgets or systems for training.

Photos: Moscow Zoo, Zoo Wrocław, Zoo Zagreb, Chester Zoo

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