



Job title	Animal Technician	Job family and level	Technical Services Level 2
Department	Bio-Support Unit (BSU)	Location	All BSU locations

Purpose of role

To ensure high standards of animal husbandry and welfare and to maximise research outcomes from animals used in biomedical research programmes within the University of Nottingham. To conduct breeding of genetically altered mice and to supervise and train junior members of staff.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Animal husbandry <ul style="list-style-type: none"> Be independently responsible for animal welfare in allocated areas of the Unit Identify and directly address animal welfare concerns Perform a full range of husbandry routines for a range of laboratory species, potentially including aquatic and farm animal species Breed animals, including genetically altered rodents 	50%
2	Service delivery & Research support <ul style="list-style-type: none"> Build strong working relationships with research teams Provide direct support and advice relevant to a range of scientific studies and regulated procedures Competently conduct a range of minor regulated procedures Provide effective training to colleagues and research staff in husbandry, procedural, and technical tasks Provide guidance and support to junior colleagues through on-the-job training/coaching Advise on implementation of the 3Rs (replacement, reduction, and refinement) 	10%
3	Housekeeping <ul style="list-style-type: none"> To take ownership of, and be responsible for the maintenance, hygiene standards and general smooth-running of any allocated area Correctly implement working practices and quarantine requirements as well as operate and maintain equipment that contributes to the biosecurity of the facility 	25%
4	Record keeping & reporting <ul style="list-style-type: none"> Record environmental and animal welfare data, reporting any cause for concern to ensure that legislative requirements are met and animal welfare is of the highest standard Use an electronic lab animal management system 	10%

5	Health and safety <ul style="list-style-type: none">• Ensure compliance with work-related health and safety standards• Contribute to checks in relation to health and safety, and creation/update of relevant documentation (e.g. risk assessments and standard operating procedures) in allocated areas	5%
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Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Able to independently undertake the day-to-day care of experimental animals and relevant working practices required within an animal research facility ▪ Able to understand and contribute to compliance of the Animals (Scientific Procedures) Act 1986. Including ability to liaise with licensees, research colleagues and the 'Named Persons' ▪ Ability to plan and organise own tasks and those of other people ▪ Good communication skills and an ability to communicate expectations and instructions verbally, and in writing using a range of electronic formats ▪ Attention to detail and high standards of accuracy 	<ul style="list-style-type: none"> ▪ Proven ability to breed and care for common small laboratory animal species ▪ Able to operate and maintain isolators, e.g. for quarantined animals ▪ Competence in a range of non-surgical procedures conducted under ASPA ▪ Ability to supervise, mentor and provide practical training to junior staff ▪ Ability to build strong working relationships with stakeholders
Knowledge and experience	<ul style="list-style-type: none"> ▪ Demonstrable competence and significant practical experience in the husbandry, welfare and experimental use of laboratory animal species ▪ Knowledge of (and experience applying) biosecurity, security and health & safety requirements in an animal research facility ▪ Working knowledge of Microsoft Office (or similar) ▪ Ability to advise on welfare requirements and the 3Rs (replacement, reduction, and refinement) 	<ul style="list-style-type: none"> ▪ Knowledge of the standards of Good Laboratory Practice ▪ Experience caring for aquatic species ▪ Experience caring for farm animal species
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ IAT Level 2 Diploma in Laboratory Animal Science and Technology, or Veterinary nurse (RCVN), or experience as a Veterinary Care Assistant or Kennel/Cattery Assistant, or equivalent experience. ▪ Minimum of a good standard of education evidenced by up to four GCSEs (grade C and above) including Maths, a Science subject and English; or equivalent 	
Statutory, legal or	<ul style="list-style-type: none"> ▪ Ability to follow standard operating procedures 	<ul style="list-style-type: none"> ▪ Home Office personal license

special requirements	<ul style="list-style-type: none"> ▪ No rodents to be maintained as household pets ▪ No known allergies to animals ▪ Ability to lift bulky objects up to 12.5 kg in weight and undertake a physically demanding role ▪ Ability to work unsociable hours, including weekends and bank holidays on a rota basis, and possibly (rarely) provide overnight cover. ▪ Satisfactory basic disclosure obtained from the Disclosure and Barring Service. 	<ul style="list-style-type: none"> ▪ Ability to write Risk Assessments, SOPs, and DOPS ▪ Full UK driving licence
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The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
- Taking ownership** Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as H&S, EDI and other considerations.
- Forward thinking** Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
- Professional pride** Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
- Always inclusive** Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others

