

**NOTICE FOR ENGAGEMENT & TERMS OF REFERENCE**  
**OF**  
**ZOO BIOLOGIST**  
**FOR PADMAJA NAIDU HIMALAYAN ZOOLOGICAL PARK, DARJEELING**

**A. Background**

The Padmaja Naidu Himalayan Zoological Park, Darjeeling formerly known as Himalayan Zoological Park was established on 14th August 1958. It is located at an altitude of 7000ft IN Darjeeling district of West Bengal. Smt. Indira Gandhi, the then Prime Minister of India, in 1975, dedicated the Himalayan Zoological Park in memory of late Smt. Padmaja Naidu, Ex-Governor of West Bengal and the park was renamed as Padmaja Naidu Himalayan Zoological Park.

This is the only specialized zoo in the country and is internationally recognized for its conservation breeding programmes of Snow leopard, Red panda and other highly endangered species of eastern Himalaya. The zoo is currently involved in several conservation breeding programmes for the species such as the Red Panda (*Ailurus fulgens*), Snow Leopard (*Uncia uncia*), Himalayan wolf (*Canis lupus himalayensis*) etc. Padmaja Naidu Himalayan Zoological Park at present is housing four hundred and sixteen (416) animals of forty -seven (47) species which includes twenty-two (22) species of mammals, six (6) species of reptiles, ten (10) species of pheasants, eight (8) species of birds and one (1) amphibian.

The Central Zoo Authority under the Ministry of Environment, Forests and Climate Change has nominated Padmaja Naidu Himalayan Zoological Park as Coordinating zoo for Conservation Breeding of (i) Snow Leopard (*Uncia uncia*) , (ii) Red Panda (*Ailurus fulgens fulgens*), (iii) Tibetan Wolf (*Canis lupas*) (iv) Satyr Tragopan (*Tragopan satyra* ) and (v) Himalayan Salamander (*Tylototriton verrucosus*) and as participating zoo for (i) Blue Sheep (*Pseudois nayaur*), (ii) Himalayan Thar (*Hemitragus jemlahicus*) (iii) Bhutan Grey Peacock Pheasant (*Polyplectron bicalcaratum*) (iv) Blood pheasant (*Ithaginis cruentus*) and (v) Himalayan Monal (*Lophophorus impejanus*).

Darjeeling Zoo, maintains three centres exclusively for conservation breeding programmes which are off display including a conservation breeding centre for Snow leopard and Red

panda at Topkeydara, Darjeeling, Conservation Breeding Centre for Himalayan Herbivores and Pheasants at Dowhill, Kurseong and Old Conservation Breeding Centre at Darjeeling.

The park has taken up the augmentation program for the Red Panda Recovery Plan for Saving Critically Endangered Species in Singalila National Park and Neora Valley National Park titled “Red Panda Augmentation Programme in Singalila National Park and Neora Valley National Park” with the intention to restock the wild population with the help of zoo bred individuals to save the critically Endangered species in Singalila National Park and Neora Valley National Park.

### **B. Objective:**

The objective of the engagement of Zoo biologist is to help the Park in achieving its vision of maintaining its position as a leading zoo in Conservation Breeding of endangered Himalayan species and taking forward basic and applied research in behavior of animals, conservation breeding and augmenting wild population. The zoo biologist must also aid in the strengthening of biodiversity conservation by education, research and generation of awareness.

### **C. Scope of Work**

The Zoo Biologist will be required to perform the following functions:

1. To supervise and oversee the housing, feeding and care of zoo animals and assist the Assistant Curator, Curator and Zoo Director in managing captive animals and facilities.
2. To observe and assess the behavior and biology of the animals, collect biological data and specimens for analysis. The zoo biologist is responsible for maintaining meticulous records of housing, feeding, behavior and care of the animals to ensure optimum upkeep and welfare (including provision of special diet/ special care for pregnant females, nursing mothers, new born / new arrivals, infants and sick animals).
3. To oversee and supervise captive breeding programme of the park. The appointee will be responsible for pairing of animals for breeding and maintaining the birth and death records, assessing the reproductive health and prospects of mating & breeding ensuring compatibility of animals in groups / herds, through proper planning and

scientific management of animals in individuals and groups, particularly the endangered species.

4. The Zoo biologist is responsible for initiating animal exchange programs with other zoos taking note of the animal collection plan and accordingly keeping abreast of surplus list of leading zoos of India and the world. The zoo biologist is expected to communicate and coordinate in all matters related to animal acquisition, transport and exchange.
5. The zoo biologist will be responsible for devising optimum feed for each individual animal particularly of Snow leopard, Red panda, tiger and other cats. To collect information on health condition of the captive animals daily and report the same to the Veterinary Officer, the Curator and the Director, if any abnormality is noticed.
6. The Zoo biologist is expected to routinely visit various enclosures at park and off display breeding centres and observe/ examine condition of the animals, animal enclosures, enrichments, feed and care. The appointee is expected to make recommendations on captive facilities, feeding and over all care issues. The zoo biologist will gather and analyze information on behavioral biology and reproductive aspect of zoo animals and use the same for betterment of animals' housing, upkeep and conservation breeding programme. The appointee will be responsible for designing enrichment of animal enclosures based on natural behavior in captive animals as to reduce stress in captivity.
7. To conduct basic and applied research studies on ecology, physiology, animal biology and behavior. The biologist may be required to work on research teams with other scientists and technicians and prepare and give presentations on research findings to academics and the general public. The zoo biologist will be acting as principal scientific officer of the Park and will prepare research proposals, research projects, internship projects etc., to carry forward the vision of the park.
8. The Zoo Biologist will assist in the capacity building of zoo staff and explain and sensitize the zoo keepers and animal supervisors regarding research, its objectives and also enhance their capacity for sample collection, data recording and documentation.
9. To assist the Zoo Management in planning and designing standardized signage system giving complete specific description of the exhibits.
10. To prepare and maintain records relating to animal inventory of the park including old Conservation Breeding Centre, PNHZ Park; Conservation Breeding Centre for

Red panda and Snow leopard, Topkeydara and Conservation Breeding Centre for Herbivores and Pheasants, Dowhill, Kurseong. To maintain records relating to animal behavior, feeding and health status on Zoological Information Management System (ZIMS). The appointee will also maintain all files and records relating to the Research and Education Section.

11. To receive trainee officers, visitors from different zoos, students from schools and colleges and to assist the management in organizing various wildlife trainings, seminars, symposia, workshops, practical orientations and expositions. To conceptualize, plan, develop and execute educational and outreach programmes including development of conservation plans and make recommendations on wildlife conservation and management issues to the policymakers and the general public.
12. To perform any other duty related to captive animal management, research and education as assigned by the Director as and when required.

#### **D. Other Details:**

1. **Nature of Engagement:** The current engagement is of temporary nature and will be contractual through an out sourcing agency.
2. **Duration:** The appointee will be engaged initially for a period of one (1) year. The engagement may be extended for further periods on discretion of West Bengal Zoo Authority and Padmaja Naidu Himalayan Zoological Park. The Park is under no obligation to continue the engagement and may discontinue the engagement with one month notice without assigning any reason for discontinuation.
3. **Working Hour:** Normally six days a week from 09:00 am to 05:30 pm with half an hour break for lunch. The appointee may be required round the clock in case of emergencies. The candidate may be required on off day/days beyond duty hours on the discretion of the Director, PNHZP. Overtime will be paid for working extra time.
4. **Working Field:** Besides office work, the appointee will also be required to visit the Conservation Breeding Centre for Red panda and Snow leopard at Topkeydara; CBC, Dowhill Satellite zoo & Old CBC at Darjeeling periodically. The Zoo Biologist may be required to visit other zoos and forest areas in connection with the research projects.

5. **Remuneration:** Rs19,800.00 (Rupees Nineteen thousand eight hundred) only per month is all inclusive of House Rent Allowance and other benefits and remuneration will be received from prefixed Out Sourcing Agency. Expenses for travel and lodging will be paid by the PNHZP as per the discretion of the Director, PNHZP for travel related to office duties.

**E. Other Conditions:**

1. The appointee will not use any data related to and collected for the Park for commercial purposes. All scientific papers and reports will be owned by Padmaja Naidu Himalayan Zoological Park and the park should be acknowledged in any publications/ presentation/ research articles made regarding the Park. All materials produced or acquired under the terms of engagement- written, digital, pictures, films, graphics or other forms, shall remain the property of PNHZ Park, West Bengal. The appointee shall not have any right to use such knowledge outside the engagement, without prior written permission of the Director, PNHZ Park. No such data should be copied by appointee without authorization.
2. Any data in any form recorded in personal mobile phone/ camera regarding the Park shall be required to be transferred as soon as possible to a hard disk or computer of PNHZ Park and no data related to the Park can be kept in personal mobile phones, personal laptops and cameras.
3. The appointee will not disclose any information related to the Park to outside personnel. All knowledge and information not within the public domain which may be acquired, shall be, for all time and for all purpose, regarded as strictly confidential and held in confidence, and shall not be directly or indirectly disclosed to any person whatsoever, except with the written permission of the Director, PNHZ Park.
4. The engagement/ contract may be terminated after issuance of one month notice period by either PNHZ Park or the appointee during the engagement period. The termination of contract by one month notice may be done without assigning any reason and termination in the manner prescribed does not cast any aspersion on the performance of the appointee.
5. During the period of engagement, the appointee will not be permitted to accept any full time/ part time employment with any other agency or to engage in any other work, business and occupation. The appointee may pursue any study course or apply for any other job only with prior approval of the Director, PNHZ Park.

**F. Eligibility:**

**1. Educational Qualification:** The applicant must have Post Graduate degree in Zoology/ Biological Science/ Wildlife/ Environmental Science from a recognized University (a self-attested copy of score sheets to be attached)

**2. Age:** Not more than 35 years as on 01.01.2020.

**3. Desirability:**

- PhD from a recognized university.
  - Experience in research on Wildlife related subject of Protected Areas/ Zoos.
  - Proficient in computer skills like Microsoft Office, computer programming and statistical software.
- 4. Communication skills:** Must be proficient in English Communication for report writing, presentation and delivery of the talks.
- 5. Observation skills:** Must be able to notice slight changes in an animal's characteristics, such as their behavior or appearance.

**G. Selection:**

1. The candidates may apply in prescribed format through email/ hardcopy.
2. The candidates have to send scanned copies/hard copies of testimonials through email/ hard copy.
3. Candidates will be shortlisted based on the qualification, academic performance, experience, exposure, and merit of the applicant.
4. Only the Shortlisted candidates will be called for interview.
5. The shortlisted candidates will be interviewed on the qualification, academic performance, experience, exposure, aptitude and merit of the applicant. The best suited candidate will be recommended for the engagement through an outsourcing agency.

**H. General Instructions:**

1. Interested candidates may send their CV along with self attested photocopies of candidates, professional certificates to the following email address latest by.....

**Email: pnhzp@yahoo.com**

2. Only short listed candidates will be communicated to appear in the interview on --/--/--- and no other communications in this regards will be entertained.

3. No TA/DA will be paid for appearing in the interview.