



Zoological
Society
of London

Employee Benefits (UK)



**LONDON ZOO
WHIPSNADE ZOO**
ZSL conservation zoos



A Career with Purpose and Benefits that Matter

Join a team that's making a difference for wildlife every day.

At ZSL, you'll be part of a global conservation charity working to restore wildlife and create a world where nature thrives.

You'll also benefit from a rewarding package that supports every stage of your career, with flexible ways of working, wellbeing initiatives, family-friendly policies, professional development opportunities and exclusive staff perks to enjoy.



Flexibility & Work-Life Balance

Flexible Working

We know everyone works differently. Talk to us about your flexible working needs and we'll do our best to create an arrangement that works for you and the team.

More Time for What Matters

Start with 25 days of annual leave, plus a flexible bank holiday allowance, with additional leave awarded as your service grows. More time to rest, recharge and spend doing the things you love.





Financial Rewards & Security

COMPETITIVE PAY

Market informed pay, normally reviewed annually and base pay increases negotiated with our unions. Our pay is underpinned by the Real Living wage.

CAPABILITY-BASED PAY PROGRESSION

As you develop in your role, we aim to recognise your growth and contribution through capability-related pay progression. Annual pay awards and pay progression are reviewed each year and are subject to organisational discretion.

LIFE ASSURANCE

Employees are normally enrolled in our life assurance scheme from their very first day.
Cover provided is typically 3X salary.

INTEREST-FREE SEASON TICKET LOAN

For eligible London-based employees, we offer an interest-free loan to help cover the cost of commuting.

SECTOR-LEADING PENSION SCHEME

Plan confidently for the future with one of the sector's most competitive pension arrangements.

ZSL contributes up to 12%, helping you build long-term financial security.

CYCLE2WORK SCHEME

Save money and support a greener commute by leasing a bicycle through our Cycle2Work scheme.



Long Service Awards

As an organisation with more than 200 years of history, we know the value of committed people.

That's why we celebrate colleagues at key service milestones, including 5, 10, 25 and 40 years.





Supporting You & Your Family

ENHANCED FAMILY- FRIENDLY BENEFITS

We offer enhanced maternity, paternity and adoption pay to help support you during life's important moments.

WELLBEING SUPPORT

Our wellbeing programme includes access to practical resources, wellbeing initiatives and confidential support whenever you need it.

WELLBEING ACTIVITIES

From yoga sessions and guided walks to creative workshops and on-site massage treatments, we offer a variety of activities to support both physical and mental wellbeing.

24/7 EMPLOYEE ASSISTANCE PROGRAMME

Confidential emotional, practical and financial support is available around the clock through our Employee Assistance Programme and Confidential Care line.



Inclusion & Community

STAFF NETWORKS

Our employee-led networks help foster an inclusive culture where everyone feels valued and heard. Networks include Disability, Pride, Race & Culture Inclusion, and our global Justice, Equity, Diversity and Inclusion (JEDI) network.

CLUBS & SOCIAL COMMUNITIES

Whether you're interested in books, sports, volunteering or social activities, there are plenty of opportunities to connect with colleagues across ZSL.





Learn, Grow & Develop

LEARNING & DEVELOPMENT

We're committed to helping our people thrive. Access a range of development opportunities designed to build skills, expand knowledge and support career progression.

UNIQUE RESEARCH & LEARNING RESOURCES

Explore the ZSL Library & Archives, home to one of the world's most significant conservation collections, including books, journals, artwork, photographs and historic archives.

HAVE YOUR VOICE HEARD

Through our Staff Forum, employee representatives engage directly with senior leaders, share feedback and contribute to discussions on organisational priorities and change.

ACCESS TO CONSERVATION EXPERTISE

Enjoy opportunities to attend scientific talks, symposiums and conservation briefings, providing unique insight into cutting-edge conservation science and practice.



Visitor Attraction Perks



COMPLIMENTARY ZOO TICKETS

Receive an annual allocation of tickets to London Zoo and Whipsnade Zoo for you to enjoy with family and friends. This starts with 12 tickets per year.

STAFF DISCOUNTS

Benefit from a 30% discount in our online and retail shops. Staff also have a discount applied on all food and drink bought onsite.

FREE ACCESS TO LEADING ATTRACTIONS

Enjoy free access to **Kew Gardens**, **The National Trust** and **The Royal Horticultural Society**. Simply show your ZSL ID card to gain free entry.

We regularly review our benefits to ensure they continue to meet the needs of our people and the organisation. As a result, benefits may change from time to time and are provided at ZSL's discretion.



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