



SCIENCE AND
CONSERVATION EVENTS

THE EVOLUTION OF ENRICHMENT



DATE

Tuesday 11 March
2025

TIME

6pm – 7:30pm

LOCATION

Huxley Lecture
Theatre, ZSL

Free to attend
Registration required

AGENDA

Jim Mackie

Animal Behaviour Management Officer, ZSL

The Evolution of Enrichment at ZSL

Amanda Ferguson

Diet Management Officer, ZSL

How diet presentation can meet the behavioural needs of animals

Gemma Worboys

Curatorial Lead Keeper Hoofed Stock, ZSL London Zoo

*Evaluation of the 'Enriched Experiences' Workflow Programme, Using Okapi (*Okapia johnstoni*) as a Model Species*

Chaired by **Jim Mackie**

BIOGRAPHIES

Jim Mackie, ZSL

Jim has worked at ZSL for 25 years becoming the first Animal Behaviour management Officer in 2013. Jim is responsible for training, enrichment and behaviour-based husbandry solutions across ZSL's two zoos, London and Whipsnade. Jim works within the Evidence-based Animal Care team who oversee animal welfare, diet management, behaviour management and zoo research. Jim helped found and chaired the BIAZA (British and Irish Association of Zoos and Aquariums) Animal Training and Behaviour Working Group from inception in 2014 until 2022, is Vice Chair of EAZA (European Association of Zoos and Aquariums) Animal Training Working Group and is an EAZA Academy instructor. Jim's dual passions are animal behaviour and wildlife conservation, and he has provided behaviour science expertise for international and native species recovery projects, as well as teaching, lecturing and providing workshops on behaviour management all over the world. Jim was recently recognised for these contributions, being listed in the 'Power 10' of zoo and aquarium global influencers 2024.

Amanda Ferguson, ZSL

Amanda is the Diet Management Officer at ZSL, and is responsible for creating tailored diets for all the animals across both London and Whipsnade zoos, from snails to elephants. With experience in roles such as animal keeper and zoo

research coordinator, Amanda has developed a holistic understanding of how nutrition science can be applied to enhance animal care. In addition to clinical nutrition, Amanda works on food presentation techniques to encourage species specific natural feeding behaviours, ultimately leading to better health, welfare, and conservation outcomes. She works within ZSL's Evidence-based Animal Care Team which oversees animal welfare, diet management, behaviour management and zoo research.

Gemma Worboys, ZSL London Zoo

Gemma has been working at London Zoo for 8 years, and within the zoo industry for 12 years. As Curatorial Lead Keeper on the Hoofstock section, she spends most of her day working closely with the ungulate species held at the zoo – cleaning, feeding, training and enriching! With a keen interest in research and promoting keeper-led projects, she oversees the section's research and is working to extend the reach of the team's achievements and knowledge by sharing it within the wider zoo community, including sharing their work on "introducing giraffe, zebra and ostrich within a city zoo" at conferences this year.

EVENT FORMAT

- This event will take place in the Huxley Lecture Theatre and will be filmed and published on our Science and Conservation YouTube channel (zsl.org/IOZYouTube). Please be aware, by attending you consent to being recorded during the Q&A session.
- Seats are allocated on a first-come, first-served basis.
- Before attending, please read our Code of Conduct found [here](#).
- The event will run from 6-7:30pm
- It will consist of short presentations from the speakers, followed by a Q&A and panel sessions.
- To submit a question to a speaker prior to the event, please send it to scientific.events@zsl.org. Please be aware we may not be able to answer all questions.
- There is no charge for this event, but registration is required.

COMING UP...

Developing a National Camera Trap Survey for Hedgehog Conservation

1 April 2025, 6pm

Huxley Lecture Theatre, ZSL and online

The National Hedgehog Monitoring Programme (NHMP) conducts crucial monitoring to understand population sizes, determine the threats our native species face, and guide conservation action. Learn more about how a range of AI tools and a vast network of citizen scientists contribute to this mammoth effort to monitor British wildlife.

Book your free place now
www.zsl.org/science/whats-on



STAY IN TOUCH

- Contact scientific.events@zsl.org for any event related enquiries.
- For press enquiries, contact the **ZSL Press Office**: press.office@zsl.org.
- Listen to our **ZSL Wild Science podcast** [here](#).
- For more information about how to join the **ZSL Fellowship programme**, [click here](#).
- [Sign up here](#) to receive email updates about forthcoming ZSL and Conservation Events.
- Read the latest science **blog posts** [here](#).
- Follow us on **Twitter** [@ZSLScience](#) to hear about new publications, upcoming events and podcast episodes.
- Follow us on **Facebook** [@ZSLScienceAndConservation](#) to receive notifications about new events.
- To catch up on our previous events, you can find them on our [YouTube channel](#), or on our [Events page](#).