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Animal Technologist & Personal Licensee

Defence Science and Technology Laboratory

Apply before 11:55 pm on Friday 10th April 2026



Reference number

451276

Salary

£26,640 - £29,554

This role may benefit from our new skill-set allowance. If you possess a specialist skill-set required at Dstl, you may benefit from additional monetary allowance in addition to your salary – a handy bonus for your craft! (£1,000-£4,500 per annum). This allowance is payable just 3-months from joining.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Executive Officer
Dstl Level 3

Contract type

Permanent

Business area

CDO - S&T Delivery- H&B Toxicology

Type of role

Science

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

2

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Location

Dstl Porton Down, Salisbury, Wiltshire, SP4 0JQ

At Dstl, our vision is to have a modern way of working efficiently,

accommodating and enabling our people to create, collaborate and deliver. To do this successfully in this job will require attendance at a Dstl location; Government Departments including wider MoD or Delivery and Mission Partner s premises for 100% of your working time. Where business needs allow, and with the agreement of your line manager, there may be the option for a combination of workplace and home-based working. This is a non-contractual arrangement.

About the job

Job summary

Join a team where your skills genuinely make a difference. We re looking for motivated **Animal Technologists** who want to develop their expertise while supporting vital research that helps protect the UK from chemical and biological threats.

You ll be part of a specialist, supportive group committed to exceptional animal welfare, high scientific standards, and a culture of continuous learning.

Dstl recognises the importance of diversity and inclusion as people from diverse backgrounds bring fresh ideas. We are committed to building an inclusive working environment in which each employee fulfils their potential and maximises their contribution.

Job description

What you ll be doing

- Providing excellent daily care and welfare for a range of laboratory species.

- Working within ASPA regulations and maintaining high standards of safety and compliance.

- Carrying out regulated procedures as a Personal Licensee (PIL).

- Supporting in vivo and in vitro studies through hands-on technical work.

- Keeping accurate records, training logs, and welfare observations.

- Collaborating with NACWOs, NVS, PPL holders, and technical teams.

Taking part in training, CPD, and IAT qualifications (Levels 2 & 3).

Participating in rota-based out-of-hours and on-call duties (vehicle and full UK licence required).

Person specification

What we re looking for

Strong practical experience working with a variety of animal species (minimum three years).

Solid understanding of animal husbandry and ASPA.

Experience in research or laboratory environments.

A current or previous **Home Office Personal Licence (PIL)**, or willingness to complete training.

Good organisation, attention to detail, and confidence working independently.

A team-focused, reliable, and proactive approach.

Clear communication skills and a commitment to high welfare standards.

Why join us?

Animal Technologists are essential to the success of our research. You ll work in high-quality, well-supported facilities where welfare, ethics, and safety come first. This is a great opportunity to grow your skills, gain recognised qualifications, and contribute to meaningful scientific work that has real-world impact.

Please read the Candidate pack attached at the bottom of this page for the full job description

Important Information

Our work in defence, security and intelligence requires our employees to be UK Nationals who are able to gain a high level of security clearance to undertake the projects we are involved in to protect us from security threats. For this reason, only UK Nationals will be able to apply for this role. If you are an international or dual-national candidate, and you think you have the skills

we need, please consider applying to any of our government, security or defence partners.

This role will require full UK security clearance and you should have resided in the UK for the past 5 years. For some roles Developed Vetting will also be required, in this case you should have resided in the UK for the past 10 years.

Qualifications

Five GCSEs at grade C/4 or above, including Double Science, Maths, and English.

You will hold (or have previously held) a Home Office Personal Licence (PIL) and be prepared to undertake the required modular training across multiple species to support an application.

Behaviours

We'll assess you against these behaviours during the selection process:

Delivering at Pace

Working Together

Making Effective Decisions

Developing Self and Others

Benefits

Alongside your salary of £26,640, Defence Science and Technology Laboratory contributes £7,717 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Benefits

Dstl's full range of great benefits can be found in the information pack which includes:

Financial: An excellent pension scheme starting from 26% employer contribution ([find out more here](#)). In Year Rewarding Achievement bonuses and thank you vouchers. Rental deposit scheme and cycle to work scheme.

Working hours: Flexibility around your working day (e.g. start time, finish time). Ability to bank hours in a 12 month reference period including the ability to accrue and use 3 days per calendar month.

Where you work: Depending on your role, blended working may be available including remote working to suit you and your team. This can be discussed at interview.

Annual leave: 25 days pro rata (rising to 30 after 5 years) plus 8 public holidays with the ability to buy/sell 5 additional days per annum.

Family: Maternity, adoption or shared parental leave of up to 26 weeks with full pay, an additional 13 weeks statutory pay and a further 13 weeks unpaid

Learning and Development: Dstl encourages and supports charterships, accreditations and provides employees access to fully funded apprenticeships up to level 7 (Masters Degree). Dstl will pay for 2 memberships with relevant bodies/institutions. Employees also have access to Civil Service Learning.

Facilities: Onsite parking, EV Charging points, restaurants, cafés and gyms.

Things you need to know

Artificial intelligence

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance \(opens in a new window\)](#) for more information on appropriate and inappropriate use.

Selection process details

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Behaviours and Experience.

We want you to have your best chance of success in our recruitment process, so if at any stage of the application process you would like help or assistance please contact the Dstl Recruitment Team dstlrecruitment@dstl.gov.uk and we will do all we can to support you.

Sifting will take place week commencing the 13th April 2026 with interviews to be arranged from the 5th & 19th May 2026

Your interview will consist of behavioural & technical interview along with a tour of the animal facility, Interview will be held in person at Dstl Porton Down

Feedback will only be provided if you attend an interview or assessment.

Security

Successful candidates must undergo a criminal record check.

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check \(opens in a new window\)](#).

[See our vetting charter \(opens in a new window\)](#).

People working with government assets must complete [baseline personnel security standard \(opens in new window\)](#) checks.

Nationality requirements

Open to UK nationals only.

This job is not open to candidates who hold a dual nationality.

Working for the Civil Service

The [Civil Service Code \(opens in a new window\)](#) sets out the standards of behaviour expected of civil servants.

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's [recruitment principles \(opens in a new window\)](#).

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

The Civil Service also offers a Redeployment Interview Scheme to civil servants who are at risk of redundancy, and who meet the minimum requirements for the advertised vacancy.

Diversity and Inclusion

The Civil Service is committed to attract, retain and invest in talent wherever it is found. To learn more please see the [Civil Service People Plan \(opens in a new window\)](#) and the [Civil Service Diversity and Inclusion Strategy \(opens in a new window\)](#).

Apply and further information

This vacancy is part of the [Great Place to Work for Veterans \(opens in a new window\)](#) initiative.

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

Contact point for applicants

Job contact :

Name : Dstl Recruitment Team

Email : dstlrecruitment@dstl.gov.uk

Recruitment team

Email : dstlrecruitment@dstl.gov.uk

Further information

Should you wish to raise a formal complaint about the Dstl recruitment process you should email dstlrecruitment@dstl.gov.uk stating the nature of the issue. We will respond within 5 working days.

