

**LAKE SUPERIOR ZOOLOGICAL SOCIETY
EMPLOYMENT JOB DESCRIPTION**

<u>Title:</u>	Animal Care Specialist I	<u>Exempt/Non-Exempt:</u>	Non-Exempt
<u>Supervisor:</u>	Director of Animal Management	<u>Employment Type:</u>	1.0 FTE
<u>Revised:</u>	January 2022	<u>Hours:</u>	Varies

Principal Function: This position advances the mission of the Lake Superior Zoo by providing the safe environment, handling, feeding, and husbandry of animal species at the Zoo; educates visitors about the animals, their diet, and natural habitats, and provides courteous assistance to the public. Adheres to and promotes the zoo's mission and core values, and is a valuable and contributing member of the zoo team. The Animal Care department at the Lake Superior Zoo is seeking motivated individuals with a commitment to animal welfare and positive team culture to apply for a full-time Animal Care Specialist position with our team.

OVERVIEW

At the Lake Superior Zoo, we care for over 300 animals of a variety of taxa, including 30 SSP managed species currently. This position advances the mission of the Lake Superior Zoo by providing the safe environment, handling, feeding, and husbandry of animal species at the Zoo; educates visitors about the animals, their diet, and natural habitats, and provides courteous assistance to the public. Adheres to and promotes the zoo's mission and core values and is a valuable and contributing member of the zoo team. The LSZ is in an incredibly scenic mid-sized city with a variety of outdoor activities on the shores of Lake Superior.

The Lake Superior Zoo is split into five different animal areas, and we are looking for individuals interested in working multiple areas of the zoo, with large carnivore and/or primate experience preferred. The animal areas are as follows:

- Carnivore routine: bears, large felids, wolves, otters, raptors
- Main building routine: ambassador animals including reptiles, amphibians, birds, and small mammals
- Australia routine: macropods, kookaburras, parrots, eagles, reptiles, amphibians, reef tank
- Primate Conservation Center and Nocturnal building routine: small and medium sized primates, various small mammals, birds, amphibians, and reptiles
- MN/Asia/Barn routine: native mammals, Asian hoofstock and birds, red panda and domestic farm species

PRINCIPAL DUTIES

- Provide daily, reliable, competent, animal care through:
 - Innovative animal husbandry that is in compliance with or exceeds AZA and USDA standards.
 - Preparation and feeding of approved diets. Monitor consumption and discuss possible diet changes/corrections with mentor keepers/supervisors
 - Monitoring of physical and behavioral aspects of the animals under assigned care.
 - Implementation of the behavioral program of the animals under assigned care.
 - Cleaning and maintaining proper animal enclosures/props/exhibits.
 - Handling and restraining animals appropriately.
 - Assisting with veterinary care and medical follow-up as needed.
 - Inspect animal areas for security and safety of animals, staff and the public.

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- Enhance breeding possibilities through the recommendation and implementation of approved animal management techniques
- Continually strive for optimal animal welfare through participation in environmental enrichment and operant conditioning/training programs and conducting welfare assessments/analysis as needed
- Participate in SSP/TAG programs as an Institutional Representative for the facility
- Provide area tours, keeper talks, and work special events in area of responsibility as needed.
- Represent the zoo through occasional media appearances and provide content for marketing department projects as needed
- Train fellow keepers, interns, and volunteers in standard section routines as assigned.
- Respond to zoo-wide animal related emergencies.
- Record data and prepare assigned reports/records and other pertinent data on the collection and facilities as required.
- Use appropriate equipment to perform essential duties.
- Cooperate and coordinate with other departments (i.e. education, guest services, etc.)
- Maintain professional working relationships with zoo team members and maintain a professional appearance.
- Actively participate in conservation, research projects, and educational programs as requested.
- Participate in and support zoo-wide initiatives, committees and work groups.
- Follow all LSZ safety protocols.
- Perform other duties as assigned.

EXPERIENCE REQUIRED

- Bachelor's Degree in an animal-related, animal behavior-related, or biology-related field plus intern experience in the care, feeding, and handling of a variety of exotic animals in an AZA-accredited institution. Minimum of one-year paid experience as a zookeeper is preferred.

*****OR*****

- Associate Degree or equivalent number of college credit hours in an animal-related, animal behavior-related, or biology-related field plus two years of full-time zoo keeping experience in the care, feeding, and handling of a variety of exotic animals in an AZA-accredited facility. Intern experience within the Lake Superior Zoo's animal department will qualify for the AZA-related years of full-time zoo keeping

*****OR*****

- Individuals without a degree may be considered only with five or more years of full-time experience at the minimum level of zookeeper involved in the care, feeding, and handling

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of a variety of exotic animals in an AZA-accredited institution. Comparable facilities may be considered on a case-by-case basis.

- Possession of and ability to maintain a legal MN driver's license within three months of hire

QUALIFICATIONS

Competency and Knowledge Requirements:

- Knowledge of the behavior and dietary needs of a variety of animals
- Knowledge of sanitary, humane, and safe procedures for keeping and displaying animals
- Knowledge of common animal ailments and the ability to recognize those ailments

Skill and Ability Requirements:

- Ability, with proper training, to work in all aspects of animal care, husbandry and training within the department in which individual is assigned.
- Ability to establish and maintain effective and positive working relationships with supervisors, co-workers, volunteers, and the public
- Ability to understand and follow oral and written instructions
- Ability to work as part of a team and independently
- Ability to work outdoors year-round in varying conditions
- Ability to work safely, recognize safety hazards, and apply proper safety precautions
- Ability to work varied schedules including weekends and some evenings and holidays
- Ability to operate vehicles such as trucks, vans, utility vehicles, and motorized vehicles
- Ability to or ability to learn to utilize small hand and power tools
- Ability to lift and carry items weighing up to 50 pounds

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly exposed to outdoor weather conditions, and occasionally exposed to adverse environmental conditions such as dirt, dust, pollen, odors, fumes, temperature and noise extremes, toxic agents, disease, pathogenic substances, airborne particles, and animal waste. The employee is occasionally in direct contact with exotic animals and is occasionally exposed to work near moving mechanical parts; and work in high, precarious places, and in close quarters. The noise level in the work environment varies. Occasional loud noises from visitors, animals or equipment are experienced.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable

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accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand; walk, reach with hands and arms, use hand to handle or feel, and talk or hear. The employee is occasionally required to sit, climb or balance; stoop, kneel, bend, crouch, or crawl. The employee must regularly lift and move up to 50 pounds and occasionally lift and/or move a minimum of 100 pounds. Specific vision abilities required by this job include close, distance, and peripheral vision, depth perception and the ability to adjust focus. Evaluating animal health, diet, or environment requires hearing and smell. Interaction with staff, guests, and animals requires talking and hearing.

EMPLOYEE BENEFITS

Medical Insurance, Paid time off accruing immediately, paid holidays, professional development, Simple IRA contribution, NuVantage Financial Planning/Legal Services/Behavioral Health support, and optional vision, dental, life insurance, short-term disability etc. options through AFLAC.

SALARY

\$13.00-\$14.00/hr DOQ

HOW TO APPLY

The application can be found here: <https://lszooduluth.org/about/employment/> .

Please send your completed application along with a cover letter, resume, and list of species worked with to Lizzy Larson at llarson@lszoo.org. For more information, email or call Lizzy (218) 730-4500 x103 or visit the employment page on our website at <https://lszooduluth.org/about/employment/> .

Lake Superior Zoo
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