



Position Description Bird Zoo Keeper

Updated
April 2021

Come join us at the Reid Park Zoological Society!

Reid Park Zoological Society is seeking a Bird Zoo Keeper. Bachelor's degree in a biological science, animal or zoology related plus two years of paid avian care experience at an AZA accredited facility OR Associate's degree with three years paid avian experience at an AZA accredited facility.

The Society is a 501(c) (3) nonprofit organization whose mission is to create inspiring memories for all by connecting people and animals to ensure the protection of wild animals and wild places. We provide educational and fun experiences for visitors of all ages. Reid Park Zoo is the largest attended cultural attraction in Southern Arizona with approximately 500,000 visitors annually. Be a part of a vibrant, growing organization as Reid Park Zoo implements an exciting master plan that will be investing over \$60M in new exhibits over the next ten years.

To apply, please forward a resume to hr@reidparkzoo.org No phone calls or visits please. We are an Equal Opportunities Employer. We are committed to attracting and retaining a diverse staff.

Overview: Reid Park Zoo is home to over 200 birds representing 50 species. The growing collection will focus on raising parent reared birds as well as hand rearing birds for a unique interactive aviary. The successful candidate will be hard working, detail oriented, and have at least two years of avian focused full-time work at and AZA accredited facility which included experience with incubation and hand rearing. This person will be committed to progressive animal care and welfare and to maintaining a positive culture of openness, trust, and respect. Variable shift work is possible. Animal care includes behavioral observations, positive reinforcement training, preparing and providing enrichment, cleaning, engaging with welfare committee as well as the supervisory and vet team. The Keeper will be responsible for daily record-keeping including daily reports, medication logs,

welfare tracking, enrichment records, animal training records and area notes. The Keeper may work in a variety of animal areas and may be a swing or primary keeper of an area. Work assignments are subject to the hazards inherent in caring for wild animals in captivity.

Reports To: Animal Care Supervisor

Responsibilities:

Animal Care

- Daily cleaning associated with animal night house, habitat, and visitor viewing area.
- Variable shift work is possible.
- Husbandry care for the animals on the area (feeding, medicating, training, enriching and care specific to the species).
- Completes reports including but not limited to daily animal reports, enrichment logs, water quality logs, training logs, medication logs, animal incident reports, etc.
- Develops & implements enrichment activities for animals following AZA guidelines and per department practices and protocols.
- Trains utilizing positive reinforcement to aid in animal management & promote visitor education.
- Monitors animal welfare and report concerns to supervisor.
- Follows all animal care protocols and policies.
- Assist in the training of new staff and mentoring volunteers.
- Completes all trainings as required.
- *Please note that this document is not an exhaustive list. It is intended to give a reasonable idea of what might be required.*

Communication

- Participates in formal presentations e.g. Keeper talks, special events, behind-the-scenes tours etc.
- Answers visitor questions concerning animals, conservation, zoo operations, etc.
- Participates in AZA groups including SSP and TAGs

Health & Safety

- Assists in the capture and/or physical/ chemical restraint & transportation of animals.
- Participates in emergency drills.
- Willing to maintain proficiency with darting equipment & firearms if selected for safety team. Willingness to serve on safety team.
- Responds to animal emergencies following approved protocols.

- Stays current on required vaccinations.
- **Administrative Functions**
 Perform duties in accordance with RPZS policies such as completing expense reports and purchasing or cash handling procedures.
 Provide excellent customer service as a component of all job duties.
 Complete all animal records in variety of software programs including Animal Care Software, ZIMS, etc
- **Other Duties as Assigned**

Preferred Qualifications, Skills and Abilities

- Two years of avian care experience at an AZA accredited facility preferred.
- Education: Bachelor’s degree in a biological science, animal or zoology related program.

Preferred Qualifications, Skills and Abilities

- Bachelor’s degree in a biological science, animal or zoology related plus two years of paid avian care experience at an AZA accredited facility OR Associate’s degree with three years paid avian experience at an AZA accredited facility.
- Willing to undertake an annual TB skin test (AZA requirement).
- Must be able to lift up to 50 pounds.
- Regular physical attendance at work.
- Must be able to work outdoors in a variety of weather conditions.
- Work assignments are subject to the hazards inherent in caring for exotic & dangerous animals in a zoological institution.
- Demonstrated critical analysis, customer service, problem solving, conflict resolution, decision making, leadership, team building, time management, and motivational skills.
- Demonstrated ability to tactfully handle stressful situations, negotiate and resolve conflicts, maintain confidentiality and to respect and observe organizational protocol.
- Demonstrated ability to establish and maintain effective working relationships with all levels of RPZS and coworkers as well as diverse volunteers, guests, donors, community partners, vendors and others.
- Able to work flexible work schedule and adjust as required. Weekend, special event and some holiday work are required.
- *Please note that this document is not an exhaustive list. It is intended to give a reasonable idea of what might be required.*

Reviewed By:	Signature	Date
Employee:		
HR Director:		