**Job Description**

**Job Title: Bird Keeper, PART TIME**

**Reports To: Senior Bird Keeper/Curator/Director of Animal Operations**

FLSA Status: Non-exempt, full time

***SUMMARY:***

This 32 hour per week position reports directly to the Senior Bird Keeper. In the Senior’s absence, this position will report directly to the Curator/Director of Animal Operations. This position will provide husbandry and maintenance protocols for specimens included in the Bird section. Additional guidance is received through established policies and procedures, plus verbal and written communications. Hourly pay rates are based on years of paid experience. The starting hourly salary for keepers is $15.36.

***ESSENTIAL DUTIES AND RESPONSIBILITIES***:

The employee in this position must be able to perform all the essential job duties listed below; however, this list not intended to all of the specific tasks, which an employee in this position may be expected to perform.

* Be a Zoo Ambassador at all times.
* Responsible for the husbandry, training, enrichment, and well-being of all specimens allocated to the department’s responsibility. This includes participation in diet preparation and presentation, enclosure maintenance and sanitation, with some construction to maintain exhibits and holding areas in a sound and aesthetic fashion.
* Capable of perceiving changes in an animal’s behavior that may indicate signs of illness. Be able to provide medical care and admission of drugs under the direction of the Veterinarian, Director, and/or CEO. Assists in the capture, restraint, and presentation of specimens for veterinary review. Evaluates animal’s response to suggested therapy.
* Develop a work routine that emphasizes safety and spotting potential dangers to the animals, staff, and public. Tool safety is required at all times as is a system of double checking all locks, doors, latches, and shift doors.
* Capable of interacting with co-workers and the public in a professional and constructive manner. Will be required to assist with projects in other animal areas. Public speaking and participation in education and media programs is required. Must be able to represent the Zoo in a courteous and professional image.
* Develop and promote a working philosophy that emphasizes safety on the job. Should be continuously monitoring and evaluating potential dangers to animals, staff, and the visiting public.
* Participates in neonatal care as required to maintain the health and welfare of department’s animals.
* Create and maintain animal records in an organized fashion in conjunction with Registrar.
* Be in sound health and capable of safely performing strenuous physical labor and lifting.
* May be required to assist with projects or daily duties in other animal areas.
* Develop and nurture professional relationships with all Zoo staff.
* Able to perform all duties required in the department and work productively with little supervision.
* Adheres to all Central Florida Zoo Policies and Procedures.
* Other duties as assigned.

***Qualifications:***

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

* Minimum 18 years old.
* Must provide a negative TB test and negative drug screen result.
* Must be able to work as part of a team.
* Must be self-motivated and goal-oriented
* Strong communication skills both written and verbal.
* Ability to present feeding demonstrations that emphasize normal feeding strategies in the wild, and respond to guest’s questions on natural history.
* Knowledge of operant training techniques.
* Must be able to maintain effective working relationships with other Zoo employees and the public.
* Will work a 32-hour workweek on an established schedule. (All hours are subject to change).
* Must have the ability to work flexible hours, including weekdays, weekends, holidays, and evenings.

The duties listed above are intended only as an illustration of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

***EDUCATION / EXPERIENCE:***

* This position requires a high school diploma or equivalent. A college degree in biological science is preferred. Experience in a zoological environment is essential.

***REASONING ABILITY:***

* Ability to define problems, collect data, establish facts, and draw valid conclusions.

***CERTIFICATES, LICENSES, REGISTRATIONS****:*

* Valid Florida driver’s license.

***PHYSICAL DEMANDS*:**

In compliance with the Americans with Disabilities Act, the following have been identified as physical requirements of the job:

* The employee must frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 75 pounds.
* Ability to drive Zoo vehicles.
* Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.
* While performing the duties of this job, the employee is regularly required to talk or hear.
* The employee is frequently required to use hands and fingers to handle, reach, feel, and manipulate objects or controls.
* Stand for long periods of time.
* The employee is frequently required to sit, walk distances, climb, balance, stoop, bend, kneel, and crouch.
* Several job functions of this position are performed in confined areas.

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

***WORK ENVIRONMENT:***

A large percentage of duties are performed outdoors in various weather conditions, ranging from rain, wind, cool to cold weather, and extreme heat and humidity. It is possible the employee will be exposed to dust and harsh chemicals that if not handled properly may present a health hazard. The noise level in the work environment is usually moderate. Exposure to infectious diseases from daily contact with exotic and domestic animals including; bacterial fungal, parasitic, and viral pathogens. Job functions performed around a variety of animal species with potential for physical harm from bites, kicks, heavy lifting, or surgical instruments.

Central Florida Zoo & Botanical Gardens reserves the right to revise or change job duties and responsibilities as the need arises. This job description pertains to an “at will” position with the Central Florida Zoo & Botanical Gardens and in no way constitutes a written or implied contract of employment.

Employee (Print name)

Employee’s signature

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Department Representative

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Date

The Central Florida Zoological Society is an equal opportunity employer and makes decisions related to compensation and all terms, conditions or privileges of employment on the basis of merit. Company policy prohibits unlawful discrimination based on race, color, creed, sex (including pregnancy), gender orientation, religion, marital status, age, national origin or ancestry, physical or mental disability, medical condition, genetic characteristic, military status or any other consideration made unlawful by federal, state, or local laws. All such discrimination is unlawful and prohibited by the CFZS.