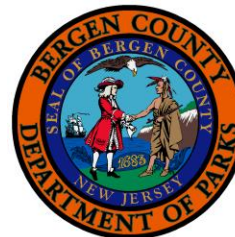


# Position Description

County of Bergen  
Department of Parks & Recreation

Division of Park Operations



Office Title: **Seasonal Enrichment, Training, & Welfare Position**

Civil Service Title: Animal Keeper

Reports to: Supervising Animal Keeper of Enrichment, Training, & Welfare

Uniformed:			
Hours/Week:	40 hr.	OT Required:	no
Work Location:	Bergen County Zoo	Availability:	
Salary Range:	\$15.50 /hr	Number of Positions	2

### ***Job Description:***

Under the mentorship of the Supervising Animal Keeper of Enrichment, Training, & Welfare, this internship offers an immersive experience focused on the fundamentals of enrichment, training, and animal welfare. Interns may gain hands-on experience in conducting behavioral and observational studies within a zoo setting, participating in collaborative research, and supporting animal care practices. Through practical learning and exposure to welfare initiatives, interns will develop a solid understanding of the approaches that support individual animal well-being and advance the mission of wildlife conservation in a zoological environment. Opportunities may include, but shall not be limited to:

### ***Specific Tasks & Responsibilities Include:***

- Complete assigned readings, coursework, and participate in workshops to gain foundational knowledge in animal behavior, welfare, and enrichment practices in zoo settings.
- Attend staff meetings to gain insights into the daily operations, challenges, and strategic planning involved in animal management.
- Learn animal training techniques, terminology, and practices, with opportunities to observe and apply these skills in real-world settings.
- Assist in the scheduling and administration of daily enrichment activities, gaining an understanding of the science and strategy behind enrichment planning.
- Conduct structured observations of animal behavior and complete welfare assessments using established protocols to evaluate animal well-being.
- Support data management efforts by logging welfare assessments, enrichment records, and helping maintain health records at the animal hospital.
- Interns may have the opportunity to work on a supervised, behavior-focused project, contributing original insights to enrichment or welfare practices.
- *There is particular interest in advancing the zoo's browse program (vegetative enrichment).*

## **Responsibilities**

- Employees will physically work throughout the zoo in a variety of ways such as administrative (data entry into Species360/ ZIMS) and physical (collecting, storing, cataloging, and freezing browse; cleaning enrichment) tasks
- Employees will assist in other enrichment, training, and welfare-related projects as needed

## ***Education & Experience:***

- College credits in animal behavior, psychology, biology, life sciences or related field
- Relevant experience will be considered
- Ability to use various electronic software used by facility
- Ability to interact or communicate in English sufficiently the duties of this position
- Must be 18 years of age or older
- Must be eligible to work in the United States
- Must successfully pass a criminal background check and drug test if accepted
- Must be able to meet the time commitments of in-person employment; 29 hours a week minimum- 40 hours a week maximum set schedule (Sun-Thurs)
- Must have proficiency working in Microsoft Excel
- Must be organized, detail-oriented, comfortable working independently, and handle sensitive data in a trustworthy manner

The Bergen County Zoo strives for diversity in all things including staffing and volunteers. We are an equal opportunity employer. **To apply send cover letter and resume to: Tori O'Connor voconnor@bergencountyNJ.gov**