



POSITION AVAILABLE

FULL-TIME ANIMAL KEEPER I

Basic Purpose and Responsibilities

The Buffalo Zoo is hiring for the position of full-time Animal Keeper I with a concentration on Herps. Under the supervision of the Curators, and/or Assistant Curators, the Keeper I is responsible for performing daily maintenance and care of specimens, exhibits, and off-exhibit animal holding and quarantine areas. This includes the care and feeding of exotic animals, the cleaning and maintenance of buildings, exhibits, and yards; and observation and reporting on the physical and behavioral condition of the animals. Assesses daily the status and condition of all specimens, exhibits, and holding areas within the area of responsibility. Zookeepers play an integral role in educating the public and passing on their enthusiasm for animals.

Compensation and Benefits

This is a full-time, non-exempt hourly CSEA union position. Rate of Pay per hour - \$21.86 *as of 3/1/2025*. Position open until filled.

Full-Time benefits available include health plan, HSA/HRA, FSA, life insurance, long term disability, dental, vision, 403B retirement plan, annual leave time, holiday time, and sick time. Benefits are available after the successful completion of an introductory probation period review at 60 days of work (sick time available upon hire).

How to Apply

Please submit resume and cover letter to Buffalo Zoo, via Zooapplications@buffalozoo.org Use subject line: Buffalo Zoo Animal Keeper I. Attachments are to be formatted: Last name first name Cover Letter.Doc or PDF, and Last name first name Resume.Doc or PDF. **No telephone calls please.**

Essential Functions

- Primary accountability for specific functions and results. The list of essential functions is not exhaustive and may be supplemented or changed if necessary.
- Observe all specimens to detect health problems, behavioral interactions, reproductive behavior, etc.
- Clean and maintain holding, exhibit areas, and other related areas consistent with established professional standards.
- Ensure inspection of exhibits and surrounding areas - report and follow-up on safety concerns and needed repairs.
- Make minor repairs to exhibits and enrichment devices.
- Actively support and implement area procedures to ensure the safety of staff, volunteers, guests, and animals.
- Ensure the highest animal welfare standards are in compliance with the AZA and USDA regulations.
- Perform animal welfare assessments.
- Oversee work activities and provides training for interns and seasonal workers, oversee student projects.
- Learn, maintain, and apply animal training and enrichment techniques to improve the health and welfare of the animal collection and to meet program needs.

- Develop and implement animal training plans under the direction of the Curator of Animal Behavior and Welfare.
- Participate in and support collaborative efforts pertaining to the care of assigned animals including training, enrichment, research, and education.
- Per the Buffalo Zoo's discretion, is willing to/have the ability to serve as an AZA IR as well as participate on AZA committees and other professional organizations on the Zoo's behalf.
- Collect data, samples, records, etc. for research purposes as assigned.
- Effectively monitor the health, behavior, and overall welfare of assigned resident animals and communicate changes to the supervisory team and the veterinary staff. Administer medications as prescribed.
- Assist veterinary staff with any prescribed treatment routines, medication administration, and procedures alongside curatorial staff.
- Maintain accurate animal records and daily logs as necessary.
- Familiarity with electronic record-keeping software systems.
- Submit daily reports on electronic record systems that may include feeding, behavior, and welfare assessments, medical procedures, environmental parameters, conservation and research, and animal metrics (weight and measurements).
- Assist in the training of new staff and interns, ensuring appropriate knowledge and understanding of Standard Operating Procedures (SOPs) and that established training protocols are followed by staff and interns.
- Ability to assist leads with addressing animal/space issues (unplanned medical issues, escapes, malfunctioning/damaged infrastructure)/ liaise with other departments and teams as needed; make and communicate changes as needed, relay items needed for restocking/ordering.
- Responsible for relaying inventory and supply needs to the Curatorial staff.
- Prepare supply requests for Curatorial staff as assigned.
- Ability to follow basic procedures regarding safely operating hand tools, vehicles, and equipment.
- Work collaboratively with other staff and departments to meet the Buffalo Zoo's overall goals and objectives, including participating as necessary with Education, Events, Development, Veterinary, Marketing, Facilities, etc.
- Must deliver exceptional customer service by engaging with guests on a regular basis to create a friendly, memorable and positive experience. Ability to respond to common inquires, requests, or complaints from guests and/or staff in a kind and courteous manner; including public speaking such as keeper talks and presentations.
- Demonstrate the ability to educate and engage donors and guests through animal presentations, media, and tours.
- Ability to effectively promote the organization.
- A strong and effective communicator and supportive team player.
- Possess a can-do attitude, be resourceful, and communicate respectfully with everyone.
- Interact with courtesy, professionalism, and respect to staff, volunteers, and guests consistent with the organization's mission and core values.
- Verbal and written ability to communicate with Zoo staff. Able to interact positively with a variety of individuals from varied socioeconomically backgrounds frequently.
- Innovative and willing to look for solutions.
- Good attention to detail.
- Accept and apply constructive feedback.
- Demonstrate the ability to perform a variety of jobs and flexibility in working in a variety of areas and routines.
- Ability to work with potentially dangerous animals.

- May be able to participate in Zoo internal committees with permission.
- Perform other duties as assigned.

Position Qualifications

To perform at a proficient level and be fully qualified, a person would be expected to have:

Education (Minimum Desired)

- Two-year degree in life sciences required, four-year degree preferred.
- Four-year degree is a substituting equivalent to 2 years of experience.

Experience (Minimum Desired):

- A minimum completion of one internship at an animal care facility (preferably AZA facility). One year of full-time equivalent paid experience at an animal care facility is preferred.
- Experience with venomous animals/herps (reptiles/amphibians) preferred.

Special Skills

- Experience with physical restraint equipment, vehicles and related maintenance equipment.
- Demonstrated proficiency in use of all cleaning and husbandry equipment and supplies.

Other

- Must support Buffalo Zoo's Vision, Mission and Core Values.
- Must support the Buffalo Zoo's DEAI values.
- Must possess or be able to obtain within 30-days of employment a valid New York State driver's license and have an average or better driving record based on the evaluation process of our insurance company. Retention of position is contingent upon maintaining required license. Must upgrade to classification appropriate to requirements (non-CDLC or CDL class).
- Successful completion of a post-offer pre-employment general medical screen and drug test.
- Successful completion of a post-offer pre-employment background check.
- Successful completion of a post-offer pre-employment fitness for duty test.
- Must understand the requirements, essential functions and duties of the position as per the job description and certify such by signing the job description prior to first day of work.
- Must be able to operate a computer, two-way radio, telephone system, and software on computer, printer, etc. after training.
- Must be willing to comply with department's Personal Protective Equipment (PPE) policies and procedures.
- Must provide proof of negative TB test at hire (taken within the last 12 months). TB test conducted annually.
- Regular attendance and punctuality are essential functions of the position.
- Must be able to work weekdays, weekends, holidays and requested overtime as necessary.
- Position is part of the Zoo's emergency weather team and is expected to report when the Zoo is officially closed due to weather.

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 accommodations may be made to enable

individuals with disabilities to perform the essential functions.

- Employee may be exposed to a variety of weather conditions or temperatures. Work may be required both indoors and outdoors in various weather and temperature conditions, ranging from rain, wind, snow, cool to cold weather, and extreme heat and humidity. The noise level in the work environment is usually moderate.
- While performing the duties of this job, the employee is regularly required to stand; walk; use hands; reach with hands and arms; stoop, kneel, crouch, crawl, climb, and talk or hear. Use computer hardware and software for periodic periods of time. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.
- Is exposed to the environment around animal exhibits and animal holding areas. Will be working around animal excrement, smells, and other debris. Ability to follow animal safety protocol, and treat the animals with care, respect, and dignity.
- Able and willing to perform sustained work of a physical nature, may require heavy lifting. The employee must lift up to the weight requirements included in the fitness for duty test occasionally/regularly.
- Passing a fitness for duty test will be required in order for the successful candidate to be given further consideration for the position.

For more information about the Buffalo Zoo, please visit our website at: <http://www.buffalozoo.org>

The Buffalo Zoo is an At Will employer and all Buffalo Zoo employees are subject to employment eligibility and background security checks as well as testing for illegal substance use as allowed by law.

Equal Opportunity Employer