



## JOB DESCRIPTION

### Avian Keeper and Trainer Intern

Email cover letter and resume to [mchao@carolinaraptorcenter.org](mailto:mchao@carolinaraptorcenter.org)

<b>Title:</b> Avian Keeper and Trainer Intern	<b>FLSA Status:</b> Non-exempt	<b>Shift:</b> Internship, working 30-40 hours a week (no more for than 40). Weekend, holiday, and/or varied shift work.
<b>Reports to:</b> Senior Trainer	<b>Department:</b> Resident Bird Care	<b>Employment Status:</b> Internship for one year from start date.
<b>Supervisory Responsibilities:</b> No	<b>Location:</b> Carolina Raptor Center (CRC) Huntersville, North Carolina	<b>Date Created/Last Evaluated:</b> 2/21/2024
<b>Compensation:</b> \$722 monthly stipend		
<p><b>Summary</b> The Avian Keeper and Trainer Intern will be primarily responsible for assisting with the care of all resident birds at Carolina Raptor Center. This includes but is not limited to preparation and distribution of bird of prey diets, enclosure cleaning and maintenance, assisting in medical checks, training birds of prey, and creating and distributing enrichment. This role will also be responsible for presenting live animals to guests in the form of Keeper Chats, Bird Shows, and other onsite education programming.</p>		
<p><b>Qualification Requirements</b> Ability to work with or around sick and injured birds, potentially hazardous materials, cleaning chemicals, gas anesthetics, zoonotic diseases, and unpleasant odors. If you are immunocompromised or pregnant/planning to become pregnant, you should obtain medical clearance from your physician.</p> <p>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.</p>		
<p><b>Minimum Qualifications</b></p> <ul style="list-style-type: none"> <li>• High school diploma or equivalent</li> <li>• Must be willing to handle and work with birds of prey</li> <li>• Ability to work outside in varying weather conditions and temperatures</li> <li>• Must possess excellent communication skills</li> <li>• Must have and appreciation for environmental education</li> <li>• Must have a commitment to conservation and animal welfare.</li> <li>• Professional dress, appearance, and conduct</li> <li>• Must have updated tetanus shot.</li> </ul>		
<p><b>Knowledge, Skills and Abilities</b></p> <ul style="list-style-type: none"> <li>• Willingness to learn and implement professional animal care and welfare standards.</li> <li>• Communicate and work effectively with others (verbal and written)</li> <li>• Deal tactfully and courteously with the others in a diverse environment</li> <li>• Competently perform the essential functions outlined below.</li> <li>• Ability to establish and maintain effective working relationships with other staff members and interns of CRC</li> <li>• Ability to perform to high standards with tight and demanding time schedules</li> <li>• Ability to effectively prioritize work goals</li> <li>• Ability to work independently and manage time effectively</li> <li>• Understanding and passion for CRC mission</li> </ul>		
<p><b>Supervisory Responsibilities</b></p> <ul style="list-style-type: none"> <li>• None</li> </ul>		
<b>Essential Functions</b>		

- Diet preparation, diet distribution and maintaining food preparation areas and equipment
- Maintains animal exhibits by regularly cleaning and changing water
- Participates in the general maintenance of animal enclosures such as fence repairs, installing and repairing perching to ensure animal, keeper, and visitor safety
- Maintains records of animal observations regarding behavior, food intake, leftovers, medical treatments, etc.
- Identifies and communicates situations for repair and maintenance for the safety of animals, visitors, and staff, as well as overall upkeep of facilities
- Participates in and ensures completion of opening and closing procedures
- Utilizes operant conditioning techniques to shift or move birds to perform necessary husbandry tasks
- Assists with ensuring animal wellness by obtaining weights and maintaining voluntary scale behaviors with ambassador birds
- Participates in onsite educational opportunities for guests such as Bird Shows and Keeper Chats
- Attends professional development classes taught by CRC staff. Classes include subjects related to general husbandry, training, and medical care for birds of prey.

**Physical Demands**

While performing the duties of this job, the employee is frequently required to sit, talk and hear. The employee is constantly required to use hands and fingers to feel, handle or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to climb, balance, stoop, kneel, crouch, and crawl. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, color vision, and the ability to adjust focus. Work in this position will also include sitting, walking, bending, standing, and ability to capture and restrain raptors.

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

**Work Environment**

While performing the duties of this job, the employee frequently works in outside weather conditions. The employee is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, chemicals and vibration.

- Willingness to work outdoors, lift heavy objects, and risk periodic exposure to fairly predictable and controllable hazards associated with wild animals and zoonotic diseases.
- Maintain off-exhibit areas in a clean, organized and safe fashion.
- Willingness to work under and handle stress in an appropriate manner.
- May be exposed to high, medium, or low noise intensity.
- May be exposed to extreme fluctuations in temperatures or weather.

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of the position. All employees may have other duties assigned at any time.

\* U.S. DOL, The revised handbook for analyzing jobs (Washington, D.C.): U.S. Government Printing Office, 1991.