



## Seasonal Zoo Camp Educator Job Description

**Reports To:** Education & Conservation Manager

**Department:** Education & Conservation

**Salary:** \$16/hour – paid biweekly

**Job Status:** Temporary, Full Time, Seasonal, May 21<sup>st</sup> – September 2<sup>nd</sup>

**Union Status:** Yes

**Position Scope:** The Seasonal Zoo Camp Educator is responsible for creating a safe, engaging, and inclusive camp experience that connects children to wildlife and conservation. This position leads and supports daily camp activities, facilitates age-appropriate educational programming aligned with New York State Learning Standards, and ensures camper safety and well-being at all times.

The Zoo Camp Educator serves as a role model and mentor, demonstrating empathy, professionalism, enthusiasm, and strong behavior-management skills while fostering a fun, structured camp environment.

### **Essential Functions:**

#### ***Program Planning & Instruction***

- Develop and implement structured, age-appropriate lesson plans aligned with applicable NYS learning standards.
- Prepare weekly schedules including crafts, games, STEM activities, conservation messaging, and multimedia components (e.g., presentations, visual aids).
- Incorporate conservation education best practices to connect campers with environmental issues, threats, and solutions.
- Adapt programming to meet the developmental, physical, and emotional needs of diverse learners.
- Provide a safe and supportive learning environment.
- Create directed lesson plans focused on applicable NYS learning standards with related schedules, crafts, activities, and media (PowerPoint, etc.).

#### ***Relationship Building & Communication***

- Establish and maintain positive, respectful relationships with campers, families, volunteers, and staff.
- Communicate camper progress, concerns, or behavioral updates to parents/guardians in a professional manner.

**Date Revised: 02/27/2026**

## Seasonal Zoo Camp Educator Job Description

- Collaborate with fellow camp educators and the Education & Conservation Manager to troubleshoot issues and continuously improve programming.

### ***Camper Supervision & Safety***

- Provide constant, active supervision of campers to ensure safety and engagement.
- Maintain appropriate camper-to-staff ratios as determined by zoo policy.
- Conduct daily safety inspections of camp areas, materials, and equipment.
- Follow and enforce all zoo and camp protocols, including check-in/check-out procedures, sanitation standards, behavior management systems, and emergency action plans.
- Respond appropriately to behavioral challenges, accidents, illness, injuries, or emergencies (fire, severe weather, lost camper, animal-related codes).
- Complete required incident and behavioral documentation accurately and promptly.

### ***Professional Expectations***

- Attend and actively participate in all required staff training, meetings, and workshops.
- Demonstrate reliability, punctuality, and preparedness each workday.
- Maintain confidentiality regarding camper and organizational information.
- Always represent the Utica Zoo professionally and positively.

### **Requirements:**

#### ***Minimum Requirements***

- Must be at least 18 years of age.
- Ability to work outdoors in varying weather conditions for extended periods.
- Current certification in American Red Cross First Aid and CPR (or ability to obtain prior to start date).
- Ability to pass a background check.
- Proof of a negative TB test before employment.

#### ***Preferred Qualifications***

- Pursuing or holding a degree in environmental education, education, biology, conservation, child development, or a related field.

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- Familiarity with Social Emotional Learning (SEL) frameworks.
- Experience leading group activities, crafts, recreational programming, or environmental lessons.
- Experience working with diverse populations and implementing culturally responsive teaching practices.

**Education / Experience:**

- Completion of at least one year of college coursework.
- Experience working with children in a camp, classroom, childcare, or informal education setting.

**Physical Requirements:**

- Ability to lift up to 50 pounds.
- Ability to walk, stand, bend, kneel, and sit for extended periods (up to two hours at a time).
- Ability to work outdoors in heat, humidity, rain, or uneven terrain.

**Benefits:**

- Employee assistance program
- Employee discount
- Flexible schedule
- Retirement plan

**Equal Employment Opportunity (EEO) Policy:** The Utica Zoo provides equal employment opportunities to all current employees and all applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, natural origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

Employee signature below indicates the employee's understanding of the requirements, essential functions and duties of the position.

**Employee Print** \_\_\_\_\_ **Date** \_\_\_\_\_

**Employee Signature** \_\_\_\_\_