



Keeper I Job Description

Reports To: Keeper IV-Lead Keeper and Animal Department Managers

Department: Animal Care

Salary: \$16.00 (2026)

Job Status: Full-time , Non Exempt

Union Status: Union

Position Scope:

All animal keeper levels are responsible for animal husbandry, including training and enrichment. Additionally, animal keepers are responsible for maintenance of habitats, holdings, and public areas as assigned. All keeper levels will expect to be responsible for normal keeper duties as part of the daily responsibilities. The Keeper I will report to the Keeper IV-Lead Keeper and Animal Department Managers. Experience with corals is a plus but not required.

Essential Functions:

- Effectively monitor health and behavior of the animal collection and communicate changes to supervisor and veterinary staff. Oversee administration of medications as applicable.
- Complete daily records in Zoological Information Management Systems (ZIMS), in-house Quality of Life (QOLs) records and participate in completion of Animal Welfare forms.
- Participate in and support collaborative efforts pertaining to the care of the collection including training, enrichment, research, and education.
- Complete behavioral management training and utilize operant conditioning and enrichment techniques.
- Actively support and implement area policies, procedures, and protocols to ensure the highest standards of care for the collection and the safety of staff and guests.
- Maintain a high-performance level of general keeper duties including excellent animal care and guest interactions including scheduled on-ground talks.
- Use strong interpersonal skills to form and maintain positive relationships within the work environment.
- Positively promote and foster work that improves department function and productivity.
- Oversee activities of interns and volunteers.
- When possible, actively participate in workshops, seminars, activities and conferences aimed at continually improving job knowledge and professional development.
- Must be willing to fully support Utica Zoo's strategic plan, mission and values, and work with all zoo staff to support these plans.
- Responsible for special projects, procedures, and goals set forth by the animal department managers.
- Support Utica Zoo's conservation and research initiatives.
- Must be dependable and willing to work flexible hours, weekends and holidays.
- This job description is not intended to be all-inclusive; therefore, the employee may be required to perform other reasonably related duties as assigned by management.

Date Revised: 3.1.25



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Qualifications:

- Prior related animal care experience is preferred. Paid experience at an AZA accredited facility is preferred.
- Communicates effectively with supervisory staff and co-workers both written and orally.
- Experience with operant conditioning and enrichment techniques is preferred.
- Demonstrate computer proficiency to complete the functions of this position. □ Must be able to use light power tools after suitable training.
- Must obtain and maintain a valid New York driver’s license within six months of employ.

Education / Experience:

- Four-year degree in biology, psychology, or related field is preferred; sufficient relevant experience will be considered.

Physical Requirements:

- Must be able to work outdoors in all weather conditions and have the physical ability to perform strenuous work. Must be capable of lifting 50 lbs or more.

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 _____