



Keeper II Job Description

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

Department: Animal Care

Salary: \$16.91 (2026)

Job Status: Full Time

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 II will report to the Keeper IV-Lead Keeper and Animal Department Managers

Essential Functions:

- 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.
- Maintain a high-performance level of general keeper duties including excellent animal care and guest interactions.
- Strong interpersonal skills to form and maintain positive relationships within the work environment.
- 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 with the willingness to provide constructive feedback.
- 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 foster constructive attitudes and positively participate in a team environment.
- Support Utica Zoo and its departments which include marketing, education, veterinary services, facilities, and external department initiatives.
- Demonstrate the ability to coordinate and supervise activities of interns and volunteers.
- Communicates effectively with supervisory staff and co-workers, both written and orally.
- 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.

Date Revised: 3.1.25



<h2>Keeper II Job Description</h2>
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- 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.
- Keeper II will show the ability to gain additional responsibilities above a Keeper I. This may include coordination of programs or service on committees.
- 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.

Qualifications:

- A minimum of 2 years prior related animal care experience as determined by Utica Zoo is required. Paid experience at an AZA accredited facility is preferred.
- Good communication skills, an enthusiasm for interacting with the public and a willingness to give regular talks to guests, special groups, etc.
- Experience with operant conditioning and enrichment techniques is preferred. □ Must have strong written and oral skills.
- Demonstrate computer proficiency to complete the functions of this position.
- Demonstrate the ability 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:

- 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 _____