



Job Title: <u>Zookeeper</u>		Job Number: 5545
Job Classification: <u>Field / Maintenance</u>		<i>Physical Type # 6</i> <i>Safety Sensitive</i>
Reports to: Animal Care Supervisor	Department: Cameron Park Zoo	Pay Grade: 212 Non-Exempt

**PRIMARY DUTY:** Under basic supervision, provides for the health and welfare of exotic and native animals in the City Zoo through diet preparation and feeding, enclosure maintenance, behavioral observation and training, enrichment and health care maintenance and treatment.

**ESSENTIAL FUNCTIONS:** *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge and skills. Factors such as regular attendance at the job are not routinely listed in job descriptions but are an essential function. Essential duties and responsibilities may include, but are not limited to, the following:*

- Assists with the daily care, husbandry and nutrition of assigned animals; resolves problems within scope of authority; duties may vary according to job assignment.
- Monitors and maintains Zoo exhibits, identifies animal care issues, prepares and distributes diets and supplements; monitors animal health issues, behavior and eating habits; maintains records; examines exhibit facilities and grounds to assure proper maintenance procedures are followed.
- Assists with public education, community outreach and safety and security programs.
- Supports the relationship between the City of Waco and the general public by demonstrating courteous and cooperative behavior when interacting with citizens, visitors and City staff; maintains confidentiality of work-related issues and City information.
- Performs other duties as required or assigned.
- Driving is essential.

**KNOWLEDGE AND SKILLS:**

**Knowledge:**

- City policies and procedures.
- State and Federal codes and regulations governing public Zoo facilities operations.
- Principles and practices of file and records management and documentation procedures.
- Safety rules and regulations, occupational hazards and safety precautions in public facilities.
- Appropriate PPE

**Skill in:**

- Managing animal containment and life support protocols and procedures.
- Operating a personal computer utilizing a variety of business software.
- Establishing and maintaining cooperative working relationships with co-workers.
- Communicating effectively verbally and in writing.

**MINIMUM QUALIFICATIONS:**

Associates Degree in Zoology, Biological Sciences, or related field is required; AND one-year animal care work experience; OR an equivalent combination of education and experience.

**LICENSE AND CERTIFICATION:**

- Must possess a valid Texas Driver’s License

## **PHYSICAL DEMANDS AND WORKING ENVIRONMENT:**

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.

- The physical activity of this position
  - Balancing - Maintaining body equilibrium to prevent falling and walking, standing or crouching on narrow, slippery, or erratically moving surfaces.
  - Stooping - Bending body downward and forward by bending spine at the waist.
  - Kneeling - Bending legs at knee to come to a rest on knee or knees.
  - Crouching - Bending the body downward and forward by bending leg and spine.
  - Crawling - Moving about on hands and knees or hands and feet.
  - Reaching - Extending hand(s) and arm(s) in any direction.
  - Standing - Particularly for sustained periods of time.
  - Walking - Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.
  - Pushing - Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.
  - Pulling - Using upper extremities to exert force in order to drag, haul or tug objects in a sustained motion.
  - Lifting - Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. This factor is important if it occurs to a considerable degree and requires substantial use of upper extremities and back muscles.
  - Finger Dexterity - Picking, pinching, typing or otherwise working, primarily with fingers rather than with the whole hand as in handling.
  - Grasping - Applying pressure to an object with the fingers and palm.
  - Feeling - Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips.
  - Talking - Expressing or exchanging ideas by means of the spoken word. Those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.
  - Hearing - Perceiving the nature of sounds at normal speaking levels with or without correction. Ability to receive detailed information through oral communication and to make the discriminations in sound.
  - Repetitive motion - Substantial movements (motions) of the wrists, hands and/or fingers.
  - Climbing ladders
  - Swimming
- The physical requirements of this position
  - Heavy work. Exerting in excess of 75 pounds of force occasionally and/or in excess of 50 pounds of force frequently and/or in excess of 20 pounds of force constantly to move objects.
  - Required to physically work with wild animals.
- The following personal protective equipment may be required and must be worn when required by the task being performed
  - Gloves, eye protection, face protection, aprons and proper footwear.
- The visual acuity requirements including color, depth perception and field vision.
  - The worker is required to have close visual acuity to perform an activity such as: viewing a computer terminal; extensive reading; visual inspection involving small defects, small parts and/or operation of machines at distances close to the eyes.
- The conditions the worker will be subject to in this position
  - The worker's primary role involves working with all types, sizes and temperaments of wild animals.

- The worker is subject to both environmental conditions. Activities occur inside and outside with temperatures that may be below 32° or above 100° for periods of more than one hour. Consideration should be given to the effect of other environmental conditions, such as wind and humidity.
- The worker is subject to hazards including a variety of physical conditions, such as proximity to moving mechanical parts, moving vehicles, exposure to high heat or exposure to chemicals.
- The worker is subject to atmospheric conditions. One or more of the following conditions that affect the respiratory system or the skin: venom, dander, chemicals, fumes, odors, dust, mists, gases, or poor ventilation.
- The worker is frequently in close quarters, crawl spaces, enclosed rooms and other areas that could cause claustrophobia.
- The worker is required to function in narrow aisles or passageways.

This job description is not intended to be construed as an exhaustive list of responsibilities, duties and skills required. City management has exclusive rights to alter this job description at any time without notice.

Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments.

This document does not create an employment contract, implied or otherwise, other than an 'at-will' relationship.

### **Job Description Acknowledgement**

I verify that I have received a copy of my job description by the signature below. As an employee of the City of Waco, I understand the duties and responsibilities assigned to me. Furthermore, I understand that the duties listed above are guidelines and will change over time, as necessary. From time to time, I understand that I may be asked to perform duties and handle responsibilities that are not specifically addressed in my job description.

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee's Printed Name

\_\_\_\_\_  
Employee Identification Number