



Office of Human Resources
Zookeeper - CA2105
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General Statement of Duties

Provides for the safe exhibition, handling, feeding and scientific husbandry of an assigned species of animals at the Denver Zoo and advances the Zoo's goals in education, research and conservation.

Distinguishing Characteristics

Zookeeper manages the safe exhibition and care of animals of an assigned species at the Denver Zoological Gardens. It is distinguished from Zoo Curator, which is responsible for the overall administration of the Denver Zoological Gardens through supervision of subordinate employees.

Level of Supervision Exercised

By position, performs leadwork.

Essential Duties

Provides zoo animals with a safe, clean, and stimulating habitat for public viewing by cleaning, maintaining, and disinfecting exhibits, buildings and surrounding areas; entering enclosures to separate or capture animals; maintaining environmental controls and applying pest control measures.

Provides care for a specific species of zoo animals through administration of preventive treatments and medications, prepares diets approved by curators, veterinarians and nutritionists, and enhances breeding possibilities.

Observes animal behavior and enters changes such as aggression, sickness, injury, breeding activity, or needed exhibit modification into the zoo animal records keeper database.

Waters and feeds animals and performs other care giving activities as needed or required.

Recommends exhibit and behavioral enhancements to meet animal physical or psychological needs and makes inspections to ensure animals are properly secured.

Prepares daily reports detailing events such as breeding activity, food and water intake, transfer or shipment and behavioral characteristics.

Captures and crates animals and assists in their restraint, transport, and movement.

Provides information and participates in education and conservation programs about the Zoo and the collection to inform fellow keepers, patrons, docents, volunteers, interns, VIP's, and the maintenance and grounds staff.

Trains fellow keepers, interns and volunteers in standard section routines and coordinates the efforts of contractors and maintenance staff when they are working in animal areas.

Transfers animals between cages or exhibits safely ensuring that animals cannot escape or enter enclosures with wrong specimens.

Ensures that dangerous animals are safely secure before entering any animal enclosure.

Performs other related duties as assigned or requested.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

Competencies

Attention to Detail - Is thorough when performing work and conscientious about attending to detail.

Decisiveness - Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.

Teaching Others - Helps others learn through formal or informal methods; identifies training needs; provides constructive feedback; coaches others on how to perform tasks; acts as a mentor.

Technical Competence - Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.

Visual Identification - Accurately identifies people, animals, or objects based on knowledge of their characteristics.

Writing - Writes in a clear, concise, organized, and convincing manner for the intended audience.

Knowledge & Skills

Knowledge of the care and handling of animals, including feeding, controlling, restraint, health, and reproduction.

Knowledge of the methods and techniques of handling, treating and hand-rearing zoo animals, including dietary factors and medications, sufficient to be able to give injections, tube feedings, administer medications, and use appropriate diagnostic equipment.

Knowledge of the methods and techniques of handling animals and typical/atypical animal behavior sufficient to be able to determine the proper procedures and equipment to be utilized to ensure safety of the animals, employees, and the general public.

Knowledge of animal behavior sufficient to be able to identify, record, and report unusual behavioral characteristics.

Knowledge of diet sufficient to be able to cultivate and maintain live food items and propose diet changes based on observations and research of the literature.

Knowledge of safety practices and precautions common to the field of zoo keeping sufficient to be able to provide safety instructions to subordinates and others and to recognize and correct hazardous conditions.

Skill in performing manual labor associated with the care and feeding of animals.

Education Requirement

Bachelor's Degree in a related field based on a specific position(s).

Experience Requirement

Completion of either an internship in the animal department of an AZA-accredited institution or work experience as a docent or volunteer in the animal department at an AZA-accredited institution.

Education & Experience Equivalency

No substitution of experience for education is permitted.

Additional appropriate education may be substituted for experience requirements.

Licensure & Certification

By position, requires a valid Driver's License at the time of application.

Licenses and certifications must be kept current as a condition of employment.

Working Environment

Potential exposure to extreme Cold: temperature cold enough to cause marked bodily discomfort.

Potential exposure to extreme Heat; temperature hot enough to cause marked bodily discomfort.

Potential exposure to temperature Changes: variations in temperature from hot to cold.

Potential exposure to wet: frequent Contact with water or liquid.

Potential exposure to humid conditions with moisture content sufficient to cause bodily reactions.

Potential exposure to hazardous conditions where there is danger to life, body, and/or health.

Potential exposure to atmospheric conditions that affect the skin or respiratory system.

Potential exposure to hazardous chemicals.

Potential exposure to infection from disease-bearing specimens.

Potential exposure to infections and contagious diseases.

Potential exposure to odorous chemicals and specimens.

Potential exposure to odors in kitchen and/or patient areas.

Subject to burns and cuts.

Subject to varying and unpredictable situations.

Subject to many interruptions.

Level of Physical Demand

3-Medium (20-50 lbs.)

Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Standing: remaining on one's feet in an upright position.

Walking: moving about on foot.

Lifting: raising or lowering objects weighing no more than 50 pounds, from one level to another

Carrying: transporting an object, usually by hand, arm, or shoulder

Pushing: exerting force upon an object so that the object is away.

Pulling: exerting force on an object so that it is moving to the person.

Balancing: maintaining body equilibrium to prevent falling over.

Stooping: bending the body by bending spine at the waist.

Crouching: bending body downward and forward by bending legs.

Reaching: extending the hand(s) and arm(s) in any direction.

Handling: seizing, holding, grasping, or otherwise working with hand(s)

Fingering: picking, pinching, or otherwise working with fingers.

Feeling: perceiving attributes of objects by means of skin receptors.

Talking: expressing or exchanging ideas by means of spoken words.

Hearing: perceiving the nature of sounds by the ear.

Repetitive motions: making frequent movements with a part of the body.

Eye/hand/foot coordination: performing work through using two or more movements.

Lifting: raising or lowering objects weighing no more than 50 pounds, from one level to another.

Far Acuity: ability to see clearly at 20 feet or more.

Near Acuity: ability to see clearly at 20 inches or less.

Depth perception: ability to judge distance and space relationships.

Field of Vision: ability to see peripherally.

Accommodation: ability to adjust vision to bring objects into focus.

Color Vision: ability to distinguish and identify different colors.

Background Check Requirement

Criminal Check

Employment Verification

Education Check

By position, Motor Vehicle Record

Assessment Requirement

None

Probation Period

Six (6) months.

Class Detail

Pay Grade: A-613

FLSA Code: N

Established Date: 9/21/2018

Established By: LS

Revised Date:

Revised By:

Class History: