



Conservation
Ambassadors
ZooToYou

www.conservationambassadors.org
(888) ECOTUDE
(805) 391-0604
(805) 237-7778 (fax)

Prospective Interns

Students or recent college graduates interested in a career in wildlife education, conservation, psychology, biology, or exotic animal care will greatly benefit from an internship at Conservation Ambassadors. Hands-on training and the amazing ability to interact so closely with our animal ambassadors will truly assist you in jump-starting your career.

We offer three standard programs that will expose you to a fast-paced, physical work environment and the opportunity to interact with the community on a regular basis. Requirements for each program are similar though essential duties may be distributed differently based on the core responsibilities of the program to which applicants are accepted. Please review the benefits of interning with us, how to earn college credit, and descriptions of each of our available internships prior to submitting your application materials.

Benefits of Interning with Conservation Ambassadors

- ALL internships with Conservation Ambassadors are UNPAID, however live-in positions are offered on a competitive basis for applicants residing more than 50 miles from the animal sanctuary during the internship. You must specify that you are interested in a live-in option in your application packet.
- Develop professional skills and explore potential careers within zoos and animal sanctuaries.
- Gain experience in a variety of public education programs for a diverse range of audiences.
- Join Conservation Ambassadors in its mission of providing a worldwide voice for wildlife and inspiring generations to become active participants in global conservation efforts.

Information on Earning College Credit

- You will need to contact your college/university advisor to determine if our program qualifies for credit at your institution.
- We make every effort to support additional projects your advisor requires in order to receive credit and are happy to discuss concerns and/or modifications of our program with your advisor.
- **It is the intern's responsibility** to provide any paperwork, including project terms, evaluations, minimum hours, and any other requirements to Conservation Ambassadors staff upon acceptance into the program, and **no later than 2 weeks prior to the internship start date**.
- No preferential treatment will be granted to interns earning credit over interns not earning credit.



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Internship Descriptions and Requirements

Position Title	<i>Conservation Education & Outreach Intern</i>
Position Type	Internship
Division	Education
Salary	Unpaid; Housing available on a competitive basis
Time Requirements	<p>Option 1: Interns are expected to work <i>a minimum</i> of 40 hours per week in a flexible schedule if they meet ONE (1) or more of the following criteria:</p> <ul style="list-style-type: none"> A) The intern is enrolled in less than 12 quarter (8 semester) units during their internship. B) The intern is a recent university graduate. C) The intern is accepted for a live-in position. <p>Option 2: Interns are expected to work <i>a minimum</i> of 20 hours per week in a flexible schedule ONLY if they are enrolled in 12 quarter (8 semester) units or more during their internship.</p>
Position Description	<p>Zoo To You Wildlife Education, the Education Division of Conservation Ambassadors, is dedicated to promoting awareness of conservation issues through engaging, educational, and entertaining animal interactions and experiences. Zoo To You Wildlife Education travels to hundreds of schools every year, spreading our message to thousands of California school children and inspiring them to be the next leaders in wildlife conservation. During the summer months we offer extra-curricular camps and programs targeted to children ages 4-17. In addition, we travel to colleges and universities, speak at conferences, and participate in local, regional, and state events to share our mission and introduce people to our amazing animal ambassadors. Interns are valued members of our team.</p> <p>A Conservation Education & Outreach Intern will assist the Education Division in fulfilling the mission of the animal sanctuary. We are looking for someone who is motivated, reliable, and outgoing to join our education team. Applicants accepted into this program will assist with such tasks as summer camps, conducting guided tours of the animal sanctuary, and will learn how to deliver a live-animal encounter to various audiences. Interns will start with learning about the animal ambassadors that appear in our assembly programs as well as their status in the wild, assist with various aspects of animal ambassador care, gain experience in animal handling for presentations, and will ultimately be capable of leading their own educational assembly program. Educational presentations are delivered both on and off site and interns are required to maintain travel kits, vehicles, and ensure marketing materials are well stocked before each travel program.</p>
Minimum Qualifications	Applicants to the Conservation Education & Outreach Internship must be:

Internship Guidelines
Date Modified: 12/21/2015
Modified By: KMOD



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<p>(Education and Experience):</p>	<p>1) A sophomore (2nd year) in college or greater student working towards a career in an education-, communication-, or animal-related field OR 2) A recent college graduate with a degree in education, communication, conservation, animal science, environmental science, biology or similar OR 3) Have a minimum of 2 years experience in an education or animal-related profession.</p>
<p>Required Qualifications/Special Skills:</p>	<ul style="list-style-type: none"> • Students should have a cumulative GPA of 2.5 or higher. • Demonstrated written and verbal communication skills. • Strong public speaking skills. • Demonstrated ability to relate to individuals from a variety of cultural backgrounds and socio-economic circumstances. • Ability to multitask and prioritize daily tasks, and small and long-term projects. • Ability to establish and maintain effective working relationships and take direction well. • Strong sense of motivation and ability to work in a team or independently. • Ability to be flexible and patient and a willingness to accept and embrace change. • Ability to lift up to 50 pounds and engage in regular activities that involve bending, squatting, lifting, reaching, stooping, kneeling, standing, and walking. • Ability to work in a variety of weather conditions, including: temperatures above 100 degrees Fahrenheit or below 30 degrees Fahrenheit, rain, wind, hail, sleet, and/or snow. • Ability to work weekends, nights, and/or holidays on a flexible basis.
<p>Preferred Qualifications/Skills:</p>	<ul style="list-style-type: none"> • Experience teaching in a formal or informal setting. • Prior experience working with children. • Previous animal handling experience – particularly with exotic species. • Bilingual language skills.
<p>Special Conditions</p>	<ul style="list-style-type: none"> • Must be 18 years or older. • Must possess a valid driver’s license and be able to present a clean driving/DMV record. • Must have reliable transportation. • Must show proof of negative TB test within the last 12 months before the internship start date. • Must have current tetanus shot. • Must be willing to handle reptiles and invertebrates.



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Position Title	General Animal Husbandry and Care Intern
Position Type	Internship
Division	Animal Care/Sanctuary Operations
Salary	Unpaid; Housing available on a competitive basis
Time Requirements	<p>Option 1: Interns are expected to work <i>a minimum</i> of 40 hours per week in a flexible schedule if they meet ONE (1) or MORE of the following criteria:</p> <p style="padding-left: 40px;">A) The intern is enrolled in less than 12 quarter (8 semester) units during their internship.</p> <p style="padding-left: 40px;">B) The intern is a recent university graduate.</p> <p style="padding-left: 40px;">C) The intern is accepted for a live-in position.</p> <p>Option 2: Interns are expected to work <i>a minimum</i> of 20 hours per week in a flexible schedule ONLY if they are enrolled in 12 quarter (8 semester) units or more during their internship.</p>
Position Description	<p>Conservation Ambassadors is dedicated to promoting awareness of conservation issues through engaging, educational, and entertaining animal interactions and experiences. Our Zoo To You Wildlife Education division travels to hundreds of schools every year, spreading our message to thousands of California school children and inspiring them to be the next leaders in wildlife conservation. In order to accomplish our mission we work with a variety of animal ambassadors that serve as representatives to their wild cousins. Our goal is to provide them with the best of care in a permanent, loving home - whether they come to us due to permanent injury, abuse, abandonment, or displacement. Interns are valued members of our team.</p> <p>We are looking for a hard working self-starter to join our animal care team. Applicants accepted into the General Animal Husbandry program will learn what it takes to be a zookeeper of wild and exotic animals. This includes activities involved in the daily care of our animal ambassadors: morning and evening rounds to observe and assess overall health, cleaning and maintenance of enclosures, feeding and diet preparation, assisting with the administration of veterinary medical care, as well as assisting with some training and show preparation. Interns will work with mammals, reptiles, and birds that may include but are not limited to: felidae, canidae, ursidae, mustelidae, primates, rodentia, raptors, crocodilia, and squamata.</p>
Minimum Qualifications (Education and Experience):	<p>Applicants to the General Animal Husbandry & Care Internship must be:</p> <p>1) A sophomore (2nd year) in college or greater student working towards a career in zoology, conservation, or an animal-related field</p> <p>OR</p> <p>2) A recent college graduate with a degree in zoology, biology, animal science, environmental science, conservation or similar</p> <p>OR</p> <p>3) Have a minimum of 2 years experience in an animal- or conservation-related profession</p>



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<p>Required Qualifications/Special Skills:</p>	<ul style="list-style-type: none"> • Students should have a cumulative GPA of 2.5 or higher. • Demonstrated attention to detail and ability to make acute observations. • Highly organized with the ability to multitask and prioritize daily tasks, and small and long-term projects. • Strong sense of motivation and ability to work in a team or independently. • Ability to establish and maintain effective working relationships and take direction well. • Ability to be flexible and patient and a willingness to accept and embrace change. • Ability to lift up to 50 pounds and engage in regular activities that involve bending, squatting, lifting, reaching, stooping, kneeling, standing, and walking. • Ability to work in a variety of weather conditions, including: temperatures above 100 degrees Fahrenheit or below 30 degrees Fahrenheit, rain, wind, hail, sleet, and/or snow. • Ability to work weekends, nights, and/or holidays on a flexible basis. • Demonstrated written and verbal communication skills.
<p>Preferred Qualifications/Skills:</p>	<ul style="list-style-type: none"> • Previous animal handling experience – particularly with exotic species. • Bilingual language skills.
<p>Special Conditions</p>	<ul style="list-style-type: none"> • Must be 18 years or older. • Must possess a valid driver’s license and be able to present a clean driving/DMV record. • Must have reliable transportation. • Must show proof of negative TB test within the last 12 months before the internship start date. • Must have current tetanus shot. • Must be willing to work with reptile and invertebrate species.



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Position Title	<i>Behavioral Enrichment Intern</i>
Position Type	Internship
Division	Animal Care
Salary	Unpaid; Housing available on a competitive basis
Time Requirements	<p>Option 1: Interns are expected to work <i>a minimum</i> of 40 hours per week in a flexible schedule if they meet ONE (1) or MORE of the following criteria:</p> <p style="padding-left: 40px;">A) The intern is enrolled in less than 12 quarter (8 semester) units during their internship.</p> <p style="padding-left: 40px;">B) The intern is a recent university graduate.</p> <p style="padding-left: 40px;">C) The intern is accepted for a live-in position.</p> <p>Option 2: Interns are expected to work <i>a minimum</i> of 20 hours per week in a flexible schedule ONLY if they are enrolled in 12 quarter (8 semester) units or more during their internship.</p>
Position Description	<p>Conservation Ambassadors is dedicated to promoting awareness of conservation issues through engaging, educational, and entertaining animal interactions and experiences. In order to accomplish our mission we work with a variety of animal ambassadors that serve as representatives to their wild cousins. Our goal is to provide them with the best of care in a permanent, loving home - whether they come to us due to permanent injury, abuse, abandonment, or displacement. These incredible animals benefit from regular behavioral enrichment activities and the close relationships they form with their keepers. Interns are an asset to the animal care team.</p> <p>Applicants accepted into the Behavioral Enrichment program will research enrichment needs for 10-12 animals assigned by their Intern Supervisor. Each week interns will present an enrichment plan to their supervisor for his/her approval PRIOR to presenting said enrichment to the animals. Interns will spend time observing the assigned animals as they respond to their enrichment. Interns are responsible for documenting the effectiveness of enrichment in a photo journal. Entries should focus on behavioral changes observed before, during, and after animals interact with their enrichment and possible improvements to the enrichment experience. Intern duties will also include assisting with the daily care of animal ambassadors in the enrichment program, such as: twice daily rounds, cleaning, feeding, as well as assisting with some training and show preparation.</p>
Minimum Qualifications (Education and Experience):	<p>Applicants to the Behavioral Enrichment Internship must be:</p> <p>1) A sophomore (2nd year) in college or greater student working towards a career in zoology, psychology, conservation, or an animal-related field OR</p> <p>2) A recent college graduate with a degree in zoology, psychology, biology, animal science, environmental science, conservation or similar OR</p> <p>3) Have a minimum of 2 years experience in an animal-, psychology-, or</p>



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<p>Required Qualifications/Special Skills:</p>	<p>conservation-related profession</p> <ul style="list-style-type: none"> • Students should have a cumulative GPA of 2.5 or higher. • Demonstrated attention to detail and ability to make acute observations. • Highly organized with the ability to multitask and prioritize daily tasks, and small and long-term projects. • Ability to solve problems by using analytical and critical-thinking skills. • Strong sense of motivation and ability to work in a team or independently. • Demonstrated written and verbal communication skills. • Ability to establish and maintain effective working relationships and take direction well. • Ability to be flexible and patient and a willingness to accept and embrace change. • Ability to lift up to 50 pounds and engage in regular activities that involve bending, squatting, lifting, reaching, stooping, kneeling, standing, and walking. • Ability to work in a variety of weather conditions, including: temperatures above 100 degrees Fahrenheit or below 30 degrees Fahrenheit, rain, wind, hail, sleet, and/or snow. • Ability to work weekends, nights, and/or holidays on a flexible basis.
<p>Preferred Qualifications/Skills:</p>	<ul style="list-style-type: none"> • Previous animal handling experience – particularly with exotic species. • Prior work or volunteer experience with animal training: habituation, operant and classical conditioning, punishment and reinforcement – positive and negative. • Bilingual language skills.
<p>Special Conditions</p>	<ul style="list-style-type: none"> • Must be 18 years or older. • Must possess a valid driver’s license and be able to present a clean driving/DMV record. • Must have reliable transportation. • Must show proof of negative TB test within the last 12 months before the internship start date. • Must have current tetanus shot. • Must be willing to handle reptile and invertebrate species.



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Internship Application Deadlines

	SUMMER INTERNSHIPS	WINTER INTERNSHIPS
Applications Accepted	September 15 th	March 15 th
Application Deadline*	October 15th	April 15th
Phone interviews completed by	October 31 st	April 30 th
In-person interviews completed by	November 15 th	May 15 th
Decision made by	November 30 th	May 31 st
Accept final offer from CA by**	December 15 th	June 15 th
Internship start date	June 15th	December 15th

*Submit applications by the appropriate deadline because late applications are not accepted.

** This is an action undertaken by the internship candidate. If you are offered an internship position with Conservation Ambassadors, you must accept or decline by the date indicated here.

Summer Internships

This is the most common option selected by internship candidates. The summer internship begins on June 15th and ends on September 15th. Individuals interested in the summer internship program must submit all required application materials by no later than October 15th. Applicants who progress through the stages of the application process will be notified of acceptance into the program by November 30th and must accept or decline the internship position by December 15th.

Winter Internships

This is a common internship option selected by recent graduates interested in interning with Conservation Ambassadors. The winter internship begins on December 15th and ends on March 15th. Individuals interested in the winter internship program must submit all required application materials by no later than April 15th. Applicants who progress through the stages of the application process will be notified of acceptance into the program by May 31st and must accept or decline the internship position by June 15th.

To Apply

Submit your completed Internship Application form, resume, and cover letter to the Volunteer & Internship Coordinator at megan@zootoyou.org.