



DEPARTMENT OF

SALISBURY ZOO

Maintenance Technician

Salary: \$16.88/HR

Type: Standby (As needed)

Benefits: No benefits

Date Posted: 3/16/2026

About Salisbury Zoo

The Salisbury Zoological Park is committed to enhancing our quality of life by providing a friendly, relaxing environment where educational and recreational opportunities come together through participation and interaction. With its animals, staff, volunteers, and park-like setting, the Zoo encourages an appreciation of wildlife and inspires the conservation of our natural world.

Profile

Under the general supervision of the Zoo Director, assists with janitorial and other facility maintenance projects as needed. The Maintenance Technician will handle general maintenance like painting, small construction projects, general plumbing issues, lawn maintenance, and other duties as assigned.

Education

High school diploma or equivalent required

Experience

Experience in general maintenance work and knowledge of basic hand tools.

Basic plumbing and electrical experience and/or equivalent training,

Requirements/Certifications

Must pass DOT physical.
Valid Driver's License
Will be expected to work in adverse weather conditions
Schedule to include weekdays and weekend work as needed

How to Apply

1 Visit salisbury.md/apply

2 Submit City application, cover letter, and resume

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. The City may consider an equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. If you are interested in applying, we encourage you to think broadly about your background and skill set for the role.

Jobs will be posted for a minimum of 2 weeks.

City of Salisbury, MD

Classification Description

Classification Title: Maintenance

Grade: N/A

Department: Zoo

FLSA Status: NE

Date: 3-16-2026

Position Profile: Under the general supervision of the Zoo Director, assists with janitorial and other facility maintenance projects as needed; performs other duties as assigned.

Duties and Responsibilities

Administration/Task Completion: Holds self-accountable for assigned responsibilities; sees tasks through to completion in a timely manner.

- Assists with painting and other maintenance upkeep.
- Assists with building and maintaining habitats.
- Assists with general plumbing issues within the zoo.
- May assist with simple electrical issues.
- Keeps power equipment in working condition.
- Runs monthly equipment check.
- Mows the lawn, trims trees, bushes and plants flowers.
- Assists with holiday decoration and setting up of special events.
- Keeps work area, tools and equipment clean.
- Keeps supervisor informed of unusual or detrimental conditions including equipment malfunction and process problems.
- Assess all fencing and gates for potential; security and or animal safety concerns.
- Keeps abreast of new processes and equipment by reading articles, directives, operation notes and attending meetings, seminars and workshop.
- Assists staff with all emergency situations.
- Wears required uniform and presents a professional appearance.

Skills Proficiency/Technical Aptitude: Skillful in use of tools and equipment.

- Assists with facility maintenance.
- Demonstrates ability to safely and efficiently utilize basic hand tools.
- Performs other duties as assigned.
- Knowledge of zoological policies and practices regarding emergency protocol.

Leadership/Role Model: Acts a role model and peer leader among teammates and colleagues.

- Works with the Zoo team, which consists of the Zoo Director, Assistant Director Collections Curator, Animal Care Technicians, Groundskeepers, Registrar, Education Curator, Veterinarian and Office Administrator.
- Ability to handle situations and maintain composure with staff & customers.

Stewardship/Resources: Safeguards equipment, supplies and materials.

- May work closely with all the divisions of the Zoo which includes the animal care, veterinary and other maintenance staff.

Development/Professional Development: Participate in opportunities to earn or maintain professional credentials and certifications.

- Attend opportunities and/or training for department staff to engage in professional development, career advancement and other City initiatives to improve interdepartmental relations, and increase the department's effectiveness and efficiency in serving the general public.
- Works on improving leadership skills by attending relevant meetings and trainings.

Performance Expectations

- **Communication:** Articulates thoughts and ideas clearly and effectively to exchange information. Listens to others and provides useful feedback.
- **Work Ethic:** Demonstrates personal accountability, effective work habits, integrity and ethical behavior.
- **Teamwork:** Works well as a part of a team through respectful and collaborative relationships with colleagues, customers, affiliates and stakeholder groups.
- **Problem Solving:** Improves, designs, refines, finds and invents criteria in order to resolve problems. This combines creative and critical thinking.
- **Initiative:** Takes charge before others do and/or without being instructed.

Required Knowledge, Skills, and Abilities:

- Working knowledge of City policies and procedures.
- Act as a representative of the City of Salisbury to the public.
- Safely operate heavy vehicles, tools and equipment.
- Effectively communicate and maintain effective working relationships with other staff members and members of the public.
- Follow written and oral instructions.
- Effectively prioritize and multitask with attention to detail.

Education and Experience

- High School / GED.
- Experience in general maintenance work.
- Basic plumbing and electrical experience and/or equivalent training, education or experience.
- Valid Driver's License.

Physical Requirements

- Must pass DOT physical.
 - Work requires considerable physical effort in the handling of materials up to 80 pounds and/or continual standing or walking 60%+ of the time.
 - The work involves risks or discomforts which require special safety precautions, e.g., working around chemicals, moving parts, heavy equipment, or machines, etc. and observance of traffic signals when driving. May require working in adverse- extreme weather conditions.
-

The above job description is not intended as, nor should it be construed as, exhaustive of all responsibilities, skills, efforts, or working conditions associated with this job.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this job.