



DEPARTMENT OF

# SALISBURY ZOO

## Animal Care Technician

**Salary:** \$15.00/hr

**Type:** Stand-by / As Needed

**Benefits:** None

**Date Posted:** 4/20/26

### 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 supervision of the Collections Curator, provide a high standard of animal care to Zoological population which encompasses husbandry, diet preparation, and cleaning of assigned habitats; applying behavioral husbandry techniques and goals including enrichment & operant conditioning; maintaining accurate, thorough records utilizing ZIMS (Zoological Information Management System) & other software; assist Veterinary staff with procedures, as needed. Performs other duties as assigned.

### Education

High School Diploma or equivalent required

Associate's degree or equivalent from two-year college or technical school preferred

### Experience

One year of experience working with animal or equivalent training, education, and/or experience preferred. Excellent verbal and written communication skills. Ability to read, analyze and interpret complex documents. Ability to effectively communicate with the public courteously and tactfully at all times. Knowledge of safe animal handling procedures.

### Requirements/Certifications

Work requires considerable physical effort in the handling of materials up to 80 pounds and/or continual standing or walking 60%+ of the time. May require working in adverse weather conditions. Valid driver's license preferred. Schedule may include weekends, as needed.

### How to Apply

**1 Visit [salisbury.md/apply](http://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

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Classification Title: Animal Care Technician

Grade: N/A- standby (as needed)

Department: Salisbury Zoo

FLSA Status: NE

Date: 4/20/26

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**Position Profile:** Under the supervision of the Collections Curator, supports Animal Care team by providing a high standard of animal care to Zoological population, which encompasses husbandry, diet preparation, and cleaning of assigned habitats; applying behavioral husbandry techniques and goals including enrichment & operant conditioning; maintaining accurate, thorough records utilizing ZIMS (Zoological Information Management System) & other software; assist Veterinary staff with procedures, as needed.

#### **Duties and Responsibilities**

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

- Work with animal care staff toward maintaining a high standard of animal welfare for the Zoological population
- Prepare diet for specified animals
- Provide husbandry for designated animal habitats
- Conduct daily observations on animals for atypical behavior, illness, and/or injury
- Facilitate behavioral husbandry goals utilizing enrichment and operant conditioning methods
- Communicate with Collections Curator about maintenance and/or habitat needs

**Skills Proficiency/Strategic Planning:** Skillful in use of tools, hardware, software, and equipment.

- Assists with maintenance of facility & grounds, as needed
- Demonstrates ability to safely and efficiently utilize basic hand tools
- If over the age of 21, safely & appropriately follow instructions on driving city vehicles
- Performs other duties as assigned

**Leadership/Team Leader:** Acts a role model and peer leader among their teammates and colleagues.

- Works with the Zoo team, which consists of a Director, Assistant Director, Collections Curator, Registrar, Animal Care, Groundskeepers, Maintenance, Education Department, Veterinary team, and Administrative Assistant.
- Collaborates with the teams of other City departments and stakeholder groups.

**Stewardship:** Safeguards equipment, supplies and material.

- Educates guests on the importance of the Salisbury Zoo, its relation to the city and the zoological industry as a whole
- Regularly observes the Zoological population and interprets what they observe
- Work closely with the animal care, veterinary and maintenance staff to successfully complete projects

**Development/Leadership 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
- 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.

- Demonstrates effective communication skills within Animal Care team, and with Zoological staff outside of Animal Care
- Maintains clear, concise records utilizing software including ZIMS (Zoological Information Management System), Microsoft Word, Microsoft Excel, and other software as required
- Provides consistent, effective updates to peers & leadership regarding changes to animal behavior, diets, husbandry management, etc.

**Work Ethic:** Demonstrates personal accountability, effective work habits, integrity and ethical behavior.

- Displays respectful behavior toward peers, leadership, guests, stakeholders, and animals
- Prioritizes effective, efficient work habits while maintaining a high standard of animal care

**Teamwork:** Works well as a part of a team through respectful and collaborative relationships with colleagues, customers, affiliates and stakeholder groups.

- Clear ability to function in an individual capacity while effectively collaborating with peers as needed
- Actively supports Animal Care team to achieve multitude of dynamic goals

**Problem Solving:** Improves, designs, refines, finds and invents criteria in order to resolve problems. This combines creative and critical thinking.

- Resourcefully apply solutions to obstacles within daily work, coordinates with peers & leadership to overcome challenges within role
- Leads with a proactive mindset when approaching daily care

**Initiative:** Takes charge before others do and/or without being instructed.

- Seek out information to assist in personal and professional growth as an Animal Care team member
- Apply knowledge and experience to aid in the consistent elevation of husbandry standards

**Required Knowledge, Skills, and Abilities:**

- Working knowledge of City policies and procedures preferred.
- Act as a representative of the City of Salisbury to the public.
- Knowledge of zoological policies and practices regarding animal care and habitat maintenance.
- Effectively communicate with the public courteously and tactfully at all times.
- Effectively communicate and maintain effective working relationships with other staff members and members of the public.
- Knowledge of animal diet requirements.
- Knowledge of safe animal handling procedures.
- Follow written and oral instructions.
- Effectively prioritize and multitask with attention to detail.

**Education and Experience**

- High School Diploma or G.E.D; preference will be given to candidates seeking a career in education, biology, or a related field.
- One year of experience working with large animals; or equivalent training, education, and/or experience preferred.
- Driver's license preferred.

**Physical Requirements**

Work requires considerable physical effort in the handling of materials up to 80 pounds and/or continual standing or walking 60%+ of the time. Must be willing to work outside in all weather conditions.

The work involves risks or discomforts which require special safety precautions, e.g., working with animals, equipment and machinery and observance of traffic signals when driving. May require working in adverse weather conditions.

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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.