

The Maryland Zoo in Baltimore Intern Position Description

Title: Advanced Animal Care and Behavior Intern

Department: Animal

Supervised by: Curator of Animal Behavior Programs, & Area Manager- Relief Keepers

Dates: September - December 2025

Time Commitment: Internships are 12-14 weeks and typically follow a part-time workweek pattern: minimum commitment is 16 hours per week that can be made up of two full days or up to four half days, Tuesday through Friday. The department supervisor sets final schedules.

Overview:

Founded in 1876, The Maryland Zoo in Baltimore is the third oldest zoo in the United States and is internationally known for its contributions in conservation and research. The Maryland Zoo is also a major tourist and education destination that welcomes 450,000 guests annually.

Animal observation, care, and management are essential to maintaining an animal's health and well-being. Interns in this program will be assigned to **one specific** animal area for the entire duration of their internship, allowing them to gain in-depth experience with a particular set of species and their daily care. Interns will primarily assist keepers and animal care staff and will always work under supervision. They will help with behavioral monitoring, husbandry tasks, and enrichment activities, contributing to evidence-based decision-making regarding animal welfare.

Please note: Internships are unpaid, and there is no reimbursement for transportation or housing.

Responsibilities:

- Assigned to a Specific Area: Interns will be placed in one animal area (e.g. African Watering Hole, Penguin Coast, Northern Passage, Elephants, Chimp Forest, Ambassadors, Maryland Wilderness, or Giraffe House) and will spend their entire internship assisting in that area.
- Assist keepers with behavioral research by helping collect data on animal behavior to support welfare assessments.
- Support daily husbandry tasks, including habitat cleaning, replenishing food and water, and enrichment activities, under the supervision of a keeper.
- Observe animal health and behavior.
- Help prepare diets and assist with feeding routines for assigned species under supervision.
- Assist with record-keeping related to animal care and behavioral observations.
- Support habitat and facility maintenance to ensure clean and safe environments for the animals.
- Engage in learning experiences, such as enrichment design, training sessions, and supervised animal handling (where applicable).

- Interact with visitors by answering questions about animals and conservation efforts.
- Complete a final project and present it to zoo staff at the conclusion of the internship. The project can be tailored to the position and department and may be used in your professional portfolio.
- Trainings include:
 - **Animal Safety Training** – Hands-on instruction in safe animal interactions and species-specific care protocols.
 - **Husbandry & Enrichment Training** – Learning how to assist with cleaning habitats, preparing diets, and implementing enrichment activities to support animal welfare.
 - **Behavioral Observation Techniques** – Training in data collection methods, note-taking, and ethogram usage.
 - **Emergency Procedures & Zoonotic Disease Awareness** – Instruction on emergency response, biosecurity, and disease prevention.
 - **On-the-Job Training** – Mentorship and supervised, hands-on experience assisting animal care staff in the assigned area.

Qualifications:

- Must be at least 18 years of age and current college student or recent graduate
- Must have the ability to stand on feet for long periods and lift moderately heavy loads
- Interest in working with animals and understanding animal behavior
- **This is an advanced internship and requires at least one year of related experience equivalent to that of the Animal Care and Behavior internship**
- Excellent communication and organizational skills
- Willingness to learn about Maryland Zoo amenities, layout, operations, animal collection and conservation efforts
- Must be able to lift up to 30 pounds
- Must be able to work outdoors in all seasons and weather conditions

Training: All interns must complete Volunteer Orientation, a Self-Guided Tour, and on-the-job training for position.

Benefits:

- The opportunity to learn in an AZA accredited facility.
- Hands-on experience, experiential learning and mentoring by our staff.
- Professional development workshops.
- Zoo Membership during your internship.
- Free Zoo admission, discount on purchases in Zoo gift shops and volunteer newsletter with wildlife news and Maryland Zoo happenings.
- Maryland Zoo Internships may be applied to receive college credit in accordance with your school's policy.

Apply here: <https://www.marylandzoo.org/about-us/internships/>

Please send resume and transcript here after applying: internships@marylandzoo.org