



## Terrestrial Husbandry Volunteer Position Description

**Position Title:** Terrestrial Husbandry Volunteer

**Department:** Terrestrial Husbandry

Come join a team dedicated to the [Academy's mission, vision and values!](#) Currently, the Academy has a [new strategic plan](#) including three initiatives – *Hope for Reefs*, *Thriving California*, and *Islands 2030* – that leverage biodiversity science, environmental learning, and collaborative engagement to regenerate fragile ecosystems around the world. Learn more at <https://www.calacademy.org/about-us/major-initiatives>.

We hope you are inspired by what we do and are excited to contribute to our mission. The Academy is looking for candidates who do great work, and we know they may come from a number of different backgrounds and experiences. We encourage you to apply even if you do not believe you meet every one of the qualifications for the position.

The candidate must easily be able to work onsite in Golden Gate Park in San Francisco. All volunteers are required to have up-to-date COVID-19 vaccination, including receiving a booster shot, as a condition of service, absent qualifying exemptions in accordance with applicable laws. Applicants selected to join the volunteer community at the California Academy of Sciences will be provided the full text of the vaccination policy.

### **POSITION SUMMARY:**

Reporting to the Terrestrial Biologists, the Terrestrial Husbandry Volunteer is responsible for assisting with routine husbandry operations to include exhibit cleaning, diet preparation, animal feeding and record keeping. Volunteers will receive on the job training specific to their work area, and will be paired with a staff member who will act as their supervisor. Training will include safety, biosecurity, equipment, cleaning and animal care protocols.

*We are committed to ensuring diversity, equity, accessibility, and inclusion are intrinsic to Academy culture and operations, from recruitment and retention to science and advocacy. Explore [Our Commitment to Racial Equity](#) to learn about our intentional engagement of traditionally excluded groups in an effort to spark interest in or foster pathways to scientific careers.*



CALIFORNIA  
ACADEMY OF  
SCIENCES

**REQUIRED COMMITMENT:**

Terrestrial husbandry volunteers work **one 3-4 hour long shift per week**, on the same day each week. Due to the extensive training required for aquarium volunteers, new volunteers must be able to commit to volunteering for a **minimum of nine months** (unfortunately we are unable to consider applicants with more limited availability at this time). Shifts are typically in the morning, from 7:15am-11am. *Please note that shifts are only available for specific days at a given time. See the volunteer application for specific openings.*

To see if this role is currently available and apply now, check the [Volunteer Application](#).

**POSITION DUTIES AND RESPONSIBILITIES:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable persons with disabilities to perform the essential functions.

- Preparing diets for a variety of species including chopping, measuring and thawing a variety of seafood items
- Feeding animals through a variety of techniques, including the feeding of live foods
- Cleaning exhibits, including misting, hosing, scrubbing, water changes and filter bag cleaning
- Assisting with back of house cleaning including mopping/squeegeeing floors, dishwashing, and other tasks as assigned
- Keeping accurate records, including performing routine animal observations as directed

**QUALIFICATIONS:**

The qualifications listed below are representative of the knowledge, skill, and/or ability required or preferred.

**EDUCATION and/or EXPERIENCE:**

A qualified candidate will possess a combination of the following education and/or equivalent experience:

- Be 18 years of age or older
- Be able to commit to one shift per week on a standing schedule for at least nine months

**SKILLS AND ABILITIES:**

- Interest in birds, reptiles, amphibians, insects, arachnids and/or fresh water fish
- Comfortable working in warm and humid environments
- Able to use basic technology for record keeping, including use of an iPad and Google Sheets.
- Comfortable performing repetitive tasks and working in/around wet environments



CALIFORNIA  
ACADEMY OF  
SCIENCES

- Must be comfortable working in service areas containing snakes, amphibians, spiders and/or venomous animals
- Must be able to work independently and be extremely reliable
- Ability to work as part of a team and effectively collaborate with paid staff and other volunteers
- Must have excellent verbal and written communication skills
- Ability to read and interpret documents to include safety regulations, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence.
- Willingness to abide by current health and safety protocols

**WORK ENVIRONMENT:**

The physical demands and work environment described here are representative of those that must be met by a volunteer to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this position, the volunteer is frequently required to stand, sit, walk, and reach with hands and arms, and talk or hear. Volunteers must be able to work in a warm and humid environment, and be comfortable navigating over uneven surfaces. Must be able to lift 50 lbs. Must be able to perform repetitive motions fifty (50) percent of the time.

**The California Academy of Sciences will give full consideration for employment to all qualified applicants with criminal histories in a manner consistent with the requirements of the [San Francisco Fair Chance Ordinance](#) (SF Police Code, Article 49).**

**The California Academy of Sciences is an Equal Opportunity Employer and is committed to ensure that all employees and applicants receive equal consideration and treatment, regardless of race, color, creed, gender (including gender identity or gender expression), religion, marital or domestic partner status, age, place of birth, national origin or ancestry, physical, mental or medical disability, height or weight, sex, sexual orientation, citizenship, military service status, veteran status, or any other characteristic protected by state or federal law or local ordinance.**