



ZooMontana

Seasonal Caretaker & Educator

Job Type: Seasonal, Full-Time

Salary: \$11.25 Hourly

Location: Billings, MT

Application Opens: February 5, 2026

Department: Education

Reports To: Education Manager

Position Dates: May 15 – August 30, *flexible*

Application Closes: March 5, 2026

General Description:

The ZooMontana Seasonal Caretaker and Educator position is designed to provide emerging individuals with hands-on experience and valuable knowledge related to the zoological and conservation fields. The Seasonal Caretaker and Educator is designed to be a hybrid position between ZooMontana's Education Department and Animal Care Department. Activities include but are not limited to the implementation of educational ambassador programs, summer camp instruction, and ambassador animal care, training, and handling. Ambassador animals include small mammals, insects, reptiles, amphibians, and birds. This is a career-strengthening step for those considering employment in an AZA-accredited zoological or conservation-oriented facility. Although housing is not provided, ZooMontana can aid in finding affordable housing options.

Essential Functions:

- Serve as a public-facing Educator for a variety of programs, including early childhood education, local outreach, and zoo-wide events.
- Deliver programs for schools, daycares, adult groups, and other audiences.
- Deliver on-site programs such as school group tours, preschool, amphitheater programs, and/or conservation holiday events.
- Serves as a foundational staff member in summer camp instruction and operation.
- Prepare diets and provide daily care to the ambassador animals of ZooMontana.
- Participate in choice-based training to ambassador animals as assigned.
- Adhere to ZooMontana's Ambassador Animal handling protocols.
- Engage in conservation focused interpretation with guests of ZooMontana.
- Help maintain a clean and safe work environment within ZooMontana.
- Embrace other opportunities to contribute to ZooMontana's mission as assigned.

Requirements:

- Must be a student or recent graduate of a college or university pursuing a career in natural, biological, or animal sciences.
- Must have a desire to learn professional animal care techniques.

- Must be able to work on weekends, holidays, and flexible hours as well as various evening hours.
- Must be willing to utilize technology within educational programming including, but not limited to, Microsoft Office programs, video conferencing technology, and more.
- Must want to develop interpretation skills, be comfortable with public speaking, and be able to improvise when needed.
- Must be responsible, prompt, adaptable, and detail oriented.
- Must have excellent communication skills and ability to work in a team environment.
- Must be willing to handle animals of all species and backgrounds.
- Must be able to work with adults and children of various backgrounds.
- Must be able to stand for extended periods of time.
- Must be comfortable supervising children for an extended period of time.
- Must be able to withstand typical Montana climate.

Experience:

Interest in zoological education or animal care is priority. Any experience in animal handling, educational program development/delivery, or public speaking is a plus. Applicant must possess both strong team and individual work skills. Experience using Microsoft Office programs, Canva, and Adobe Suite is also preferred.

To Apply:

Please send the following documents to education@zoomontana.org.

- Resume.
- Cover letter.
- List and contact information for three references.
- Letter of recommendation preferred.

About ZooMontana:

We are proud to be an AZA accredited zoological/botanical garden, accredited arboretum and educational facility dedicated to the conservation of wildlife throughout Montana and the 45th parallel of earth, caring for more than ~ 87 animals of 59 different species. ZooMontana is dedicated to the mantra “quality over quantity,” meaning the focus is not on how many animals the Zoo has, but how well those here are cared for. At ZooMontana, an inclusive, diverse, equitable, and accessible space is one where all, regardless of race, ethnicity, gender identity, age, social class, ability, beliefs, and life experiences feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all our departments, programs, and spaces. We respect diverse life experiences, natural histories, and backgrounds and will ensure that all life is valued.