



## Lions Tigers & Bears

24402 Martin Way | Alpine, CA 91901-2513  
(619) 659-8078 | [www.lionstigersandbears.org](http://www.lionstigersandbears.org)  
Tax ID # 33-0938499

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### Position Title: Animal Keeper & Groundskeeper

Status: Full- or Part-Time as Assigned / Non-Exempt  
Reports To: Founder, Director

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### About Lions Tigers & Bears

Lions Tigers & Bears (LTB) provides a safe haven for abused and abandoned exotic animals while serving as an educational forum to end the exotic animal trade. As a state and federally licensed 501(c)(3) nonprofit organization, we are an accredited sanctuary enabling rescued animals to live out their lives with dignity, in a caring and safe environment.

Located on 140 acres outside Alpine, California, on the edge of the Cleveland National Forest, LTB is home to more than 65 rescued big cats, bears, and other exotic animals. With just 17 staff members and over 100 volunteers, we welcome more than 14,000 annual visitors. Our fundraising and private events play a vital role in sustaining our mission and operations.

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### Position Summary

The Animal Keeper & Groundskeeper plays a vital role in the daily care, welfare, and habitat maintenance of the sanctuary's diverse animal residents. This position assists with all aspects of animal husbandry, enrichment, diet preparation, cleaning, and grounds maintenance to ensure a safe, healthy, and enriching environment for both animals and guests.

This is a hands-on role that requires attention to detail, physical stamina, teamwork, and a deep commitment to animal welfare and sanctuary operations.

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## **Major Responsibilities**

### **Animal Care & Wellbeing**

- Provide daily care for resident animals following established safety and welfare protocols.
- Prepare and distribute animal diets according to specific feeding guidelines.
- Administer prescribed medications and maintain accurate feeding and medical records.
- Observe and report abnormal animal behaviors or health conditions promptly.
- Provide species-appropriate enrichment and maintain enrichment logs.
- Participate in safe animal shifting, capturing, and transport when needed.
- Maintain secure, clean, and functional enclosures, fencing, pools, and structures.
- Support veterinary procedures and routine health checks as directed.

### **Grounds & Habitat Maintenance**

- Deep clean and disinfect animal habitats, transfer cages, animal haulers, and outbuildings.
- Perform daily upkeep of sanctuary grounds including mowing, weed whacking, tree trimming, and power washing.
- Maintain drainage systems, pathways, and landscaping.
- Inspect habitats and mechanical systems to ensure proper function and report any deficiencies.
- Assist with habitat construction, repairs, and enhancement projects.

### **Guest Interaction & Education**

- Engage with visitors in a friendly and professional manner during guided visits.
- Educate guests about the sanctuary's residents, mission, and wildlife welfare practices.
- Promote safe visitor conduct and enforce sanctuary rules.

### **General Operations**

- Maintain and organize animal care equipment, feed storage, and cleaning supplies.
  - Support sanctuary events with setup, cleanup, and operational assistance.
  - Participate in staff meetings, safety briefings, and training sessions.
  - Uphold LTB's policies on confidentiality, professionalism, and donor respect.
  - Perform other duties as assigned by the Ranch Foreman or Director.
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## **Qualifications**

- Passion for animal care and alignment with LTB's mission and values.
  - 1+ year of hands-on animal care and husbandry experience in a zoo, sanctuary, or similar setting (preferred).
  - Strong teamwork, communication, and problem-solving skills.
  - Ability to follow written and verbal instructions precisely.
  - Valid driver's license (required).
  - Must pass a background check.
  - Willingness to work weekends, holidays, evenings, and special events.
  - Must be able to work outdoors year-round in varying weather conditions.
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## **Working Conditions & Physical Requirements**

- Ability to lift up to 50 lbs and perform physical labor daily.
- Ability to bend, kneel, crawl, climb, and walk on uneven terrain.
- Must be comfortable working around large exotic animals in proximity.
- Ability to operate basic power tools, 4-wheel drive vehicles, carts, and small machinery.
- Tolerance for working in inclement weather (extreme heat/cold).
- Flexibility to work variable hours, including early mornings or late nights.

**Note: Duties, responsibilities, and work schedules are subject to change based on the needs of the organization. All duties as assigned.**

**To apply, please send your resume/work experience and contact information to:**

**ADMIN@LIONSTIGERSANDBEARS.ORG**

*Lions Tigers & Bears is an equal opportunity employer. We value diversity and are committed to creating an inclusive, respectful work environment for all employees.*