



Lions Tigers & Bears

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

Position Title: Ranch Hand

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

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.

Position Summary

The Ranch Hand plays an essential role in supporting the daily operations of the sanctuary, with responsibilities spanning domestic farm animal habitat upkeep, groundskeeping, and facility maintenance. This position ensures the wellbeing of all domestic animals by maintaining clean, safe environments, assisting with feeding and enrichment, and keeping the sanctuary grounds in top condition.

This is a hands-on, physically active position ideal for someone who is dependable, self-motivated, and passionate about animals and sanctuary life.

Major Responsibilities

Animal Care & Wellbeing

- Provide daily husbandry for domestic farm animals such as horses, donkeys, goats, sheep, chickens, and pigs.
- Support animal keepers in providing care for exotic residents when needed.
- Prepare and distribute animal diets and assist in maintaining clean and organized feed areas.
- Maintain proper food storage, labeling, and rotation.
- Observe and report any behavioral or health changes in animals to senior staff.
- Assist with habitat cleaning, mucking stalls, refilling waters, and disinfecting enclosures.
- Participate in enrichment activities to promote natural behaviors and animal wellbeing.
- Follow all SOPs to ensure the safety of self, animals, and fellow staff.

Groundskeeping & Maintenance

- Perform daily upkeep of sanctuary grounds including mowing, weed whacking, tree trimming, power washing, clearing drains, and maintaining animal pastures.
- Deep clean and disinfect animal habitats, transfer cages, animal haulers, and outbuildings.
- Perform light construction, maintenance, and repair work as needed.
- Inspect fences, gates, and water systems regularly and report deficiencies promptly.
- Operate small machinery, vehicles, and tools safely and maintain them in good working condition.

Visitor Interaction & Team Support

- Engage positively with visitors, sharing educational information about both exotic and domestic animals at the sanctuary.
- Support setup and breakdown of events and educational programs.
- Participate in staff meetings, daily keeper briefings, and training sessions.
- Maintain confidentiality regarding proprietary, donor, and animal information.
- Collaborate with the LTB team to ensure smooth daily operations.

Qualifications

- Positive “can-do” attitude, strong work ethic, and team-oriented mindset.
- Must love animals and be committed to the LTB mission.
- Experience with farm animal care (horses, goats, sheep, chickens, etc.) preferred.
- Ability to follow written and verbal instructions precisely.

- Strong communication and problem-solving skills.
 - Must successfully pass a background check.
 - Valid driver's license required.
 - Experience operating 4-wheel drive carts, trucks, and ATVs a plus.
 - Willingness to work weekends, holidays, evenings, and special events.
 - Comfortable working outdoors year-round in a variety of weather conditions.
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Working Conditions & Physical Requirements

- Ability to lift up to 50 lbs regularly.
- Must be able to bend, stoop, kneel, crawl, climb, and walk on uneven terrain.
- Work in outdoor environments with exposure to heat, cold, and other elements.
- Perform repetitive physical tasks such as raking, shoveling, and mucking.
- Ability to operate basic power tools and light equipment safely.
- Flexibility to work early mornings, late evenings, weekends, and holidays.

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.