



Zoo Camp Inclusion Specialist Job Posting

Roger Williams Park Zoo (RWPZ) of Providence, Rhode Island, is one of the nation's oldest zoos, exhibiting over 100 animal species. Our culture is built on our core values -community, fun, innovation, diversity, integrity, sustainability, and excellence. We value our role in the community as a treasured place for families and a trusted resource for learning; we create a sense of community for our staff and contribute to the global conservation community. We provide a fun experience for our guests and believe that a fun environment is essential to create a great workplace. We are willing to take risks, to propose novel ideas and to think "out of the box". Bold dreams are welcome here. We act with respect toward all. We value diversity. Integrity and honesty drive our business practices and our relationships with each other and our constituents. We are driven by our vision of greater sustainability in our environmental practices and in our business model. We believe that by establishing a sustainable financial base we can best achieve our goals. We are always striving for excellence. We work to exceed expectations in all areas.

RWPZ is currently recruiting a full-time, seasonal, exempt, Inclusion Specialist for the 2025 summer ZooCamp season. The Inclusion Specialist will support ZooCamp staff in integrating campers with autism spectrum disorder and other special needs into an inclusive, curriculum-driven camp environment. The Inclusion Specialist will support staff & volunteer training, implementation of behavior plans and supports, and act as a liaison between ZooCamp staff and camper parents.

RESPONSIBILITIES

- Facilitate the inclusion of campers with autism spectrum disorder and other special needs into a successful ZooCamp experience. This will include:
 - Supporting ZooCamp Counselors, Junior Counselors and Counselors-in-Training with initial and ongoing training. Providing feedback throughout the season.
 - Identifying and facilitating the implementation of behavior and support plans for campers.
 - Providing direct support to campers when needed.
 - Communicating effectively with parents of campers.

- Working collaboratively with ZooCamp administrators & Paul V. Sherlock Center on Disabilities consultants.
- Assisting with initial and continual camp curriculum, activity and support development as it relates to working with campers in the scholarship program.
- Coordinating and communicating with any 1:1 aide accompanying campers.
- Responsible for all aspects of the Scholarship Fund for Campers who have Autism. The Inclusion Specialist will work with scholarship recipients and their families to create a successful week of camp. Responsibilities include but are not limited to facilitating a scholarship welcome night, pre- camp family interviews, assisting counselors with implementing behavioral plans, and keeping open communication with scholarship recipients' families
- Facilitate the collection, compilation, and analysis of data to support research being done regarding the impact of ZooCamp on campers of all abilities. This will include pre-camp & post-camp surveys and daily data collection.
- Work effectively as a member of the ZooCamp team. This will include:
 - Ensuring the safety of all ZooCampers while participating in ZooCamp -- may require augmenting and enforcing policies, response to emergency situations and administering first aid (training provided).
 - Actively participating in daily ZooCamp team meetings and trainings.
 - Facilitate and lead a training on best inclusion practices used at ZooCamp for the summer camp staff.
 - Assisting with clean-up and organization of ZooCamp.
 - Ability to step in as a ZooCamp Counselor when needed.
 - Communicating effectively with members of the ZooCamp Administration team including the ZooCamp Administrator and Assistant ZooCamp Administrator. This will include both time- sensitive communications and scheduled check-in meetings.
 - Demonstrate and encourage respect of Zoo exhibit animals, animal ambassadors, and native wildlife during Zoo tours and animal encounters.
- Plan, organize, and facilitate a post-camp presentation of research findings. Summarize into a report.

Other functions and responsibilities (Non-Essential/Marginal Functions)

- Support both the mission of the Zoo and the related mission of the education department by performing other duties as assigned by the ZooCamp Administrator Assistant ZooCamp Administrator, Manager of Family Programs, and/or the Director of Education.

Required Experience, Training and/or Education

Required Experience and Education:

- various age groups, especially children ages 4-14.
- Experience working in Completion or pursuit of a bachelor's degree in Education, Special Education, or related field from an accredited college or university; or equivalent combination of education and experience.
- A minimum of one year of experience working with children with autism spectrum disorder.

- Experience teaching an inclusion setting.
- CPR/First Aid certified (or willing to become certified before the first camp session).

Preferred Experience and Education:

The following experience, training and/ or education would be valued in a candidate:

- Familiarity with a summer camp environment
- Advanced understanding around key areas of work including special education, informal learning, outdoor education, science education and/or developmental psychology
- The ability to develop and refine education programs using an equity lens to ensure accessibility and inclusion for diverse audiences
- Previous customer service experience in a zoo, aquarium or related organization
- Recent experience working with diverse populations and fluency speaking additional languages

Competencies:

- Ability to make quick, responsible decisions and improvise when needed.
- Display a high level of patience and respond well under pressure.
- Demonstrated ability to work as a productive member of a team.
- Proficient in applying positive behavior management techniques to working with children.
- Comfortable speaking in front of large groups of people.
- Enthusiastic, open-minded, creative, flexible, adaptable, patient, self-motivated, and able to work both independently and with a team.
- Able to function in a professional environment, demonstrating responsibility, creative problem solving, and excellent interpersonal, written and verbal communication skills.
- Extremely strong organizational and time management skills.
- Maintain effective working relationships with other members of the team.

Supervisory Responsibilities:

- None

Additional Requirements

- At least 18 years of age (necessitated by supervision of teen volunteers ages 12-17).
- Ability to work outdoors under various weather conditions.
- Successful completion of a background check.
- Valid state driver's license.
- Flexibility to work occasional evenings & weekends.
- Occasionally lifting and/or moving objects up to 30 pounds.
- The environment is split between indoor classroom spaces with moderate to loud noises and outdoors in various weather conditions with similar noise levels.

If you are interested in this exciting opportunity to be a team member at a well-renowned Zoo in the New England area, send a cover letter, resume and salary requirements to the address below.

Roger Williams Park Zoo
ATTN: Zoo Camp Inclusion Specialist

1000 Elmwood Ave
Providence, RI 02907

-or-

employment@rwpzoo.org



ACCREDITED BY THE
**ASSOCIATION
OF ZOOS &
AQUARIUMS**



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