



# 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. 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.
- 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 -- will require augmenting and enforcing policies, responding to emergency situations and administering first aid as needed.
  - Actively participating in daily ZooCamp team meetings and trainings.
  - Assisting with set-up, clean-up and organization of ZooCamp.
  - Communicating effectively with members of the ZooCamp Administration team including the ZooCamp Administrator and Assistant ZooCamp Administrators. This will include both time-sensitive communications and scheduled check-in meetings
  - Demonstrating & encouraging respect of Zoo exhibit animals & animal ambassadors during Zoo tours & 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 Administrators, Manager of Family Programs, and/or the Director of Education.

#### **Required Experience, Training and/or Education**

##### **Required Experience and Education:**

- 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 various age groups, especially children ages 4-14.
- Experience working in 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 effectively:**

- make quick, responsible decisions and improvise when needed.
- display a high level of patience and respond well under pressure.
- work as a productive member of a team.
- speak in front of large groups of people.
- work with children and adults of all ages and learning abilities.
- function in a professional environment, demonstrating responsibility and creative problem solving.
- manage concurrent demands.
- listen actively and respond in a respectful tone.
- build trust through open and honest communication.
- contribute to a work environment of inclusiveness, welcoming others' suggestions, and points of view.
- establish priorities, manage time, meet deadlines, and organize resources.
- work safely and follow established safety standards.
- use identified frameworks and tools to design, implement and evaluate programs that prioritize equity, accessibility, and inclusion. This includes applying equity lens to ensure that diverse audiences are meaningfully engaged, and programs are accessible to individuals with different backgrounds and abilities.
- consider the unique needs, preferences, and challenges of various audience segments to create tailored and impactful experiences that promote participation and inclusion for all.
- maintain effective working relationships.

- **Must demonstrate proficiency in:**

- effective inclusive program and curriculum design.
- strong organizational and time management skills.
- evaluative thinking.
- developing and implementing staff training.
- applying positive behavior management techniques to working with children.

- **Must possess:**

- effective classroom management and behavior management skills and techniques
- ability to implement programming that fosters empathy for wildlife and wild places.
- ability to articulate the important role of Association of Zoos and Aquariums (AZA) and accredited zoos and aquariums in education and conservation.
- an appreciation of informal, lifelong learning in agreement with RWPZ's mission and commitment to education and conservation.
- strong verbal and written communication skills.

### **Supervisory Responsibilities:**

Not applicable.

### **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 driver's license.
- Flexibility to work occasional weekends, evenings and holidays.

- 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.

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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 &  
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