

**BACK TO THE WILD**  
**Wildlife Rehabilitation and Education Internships 2025**



**MISSION:**

Back to the Wild is a wildlife rehabilitation center located in Northwest Ohio. The center's mission is to rescue, rehabilitate, and release injured wildlife. Much of the focus in recent years has shifted to education as 90% of the animals rescued by Back to the Wild come in due to human related concerns. Through education, we hope to help teach people how to better care for our natural world. However, we still rescue an average of 2,000 animals every year and see around 60% of them return to the wild. What a thrill!

**QUALIFICATIONS AND REQUIREMENTS:**

- Candidates must have completed one year of college and be working towards a degree (or recently graduated) in courses focused on environmental sciences, biology, zoology, conservation, or another related field.
- We will also accept applicants enrolled in early education courses, on the premise that they will be completing animal husbandry tasks during their internship.
- Up to date on tetanus vaccination. Pre-exposure rabies vaccination is not required but will allow the intern to work with rabies vector species.
- Must have excellent communication skills with peers and visitors of all ages and backgrounds. Able to work in both a team environment and independently.
- Able to stand for extended periods of time, work in all weather conditions and push, pull, and haul at least 50 pounds is required.
- Must maintain a valid driver's license and have reliable transportation.

**PROGRAM:**

- Back to the Wild houses over 150 resident animal charges and admits over 2,000 injured and/or displaced wildlife patients each year. This facility, which is a recognized center of education and conservation, has a respected internship program.
- Interns gain hands-on experience in the areas of animal husbandry, public education, proper cleaning/sanitation practices, triage practices, and maintenance tasks.
- Interns must be able to commit 3-4 days and 15-32 hours per week
- This is an unpaid internship and housing is not provided at this time, we will assist in helping the intern to identify safe housing locations.

### **INTERN TIME COMMITMENTS:**

-The internship program begins in May and ends in August.

-We will work around school and employment responsibilities to a point, however, we expect our interns to treat this internship as a job.

-Hours are Monday-Sunday from 8am-8pm. Interns are expected to be available 3-4 days out of the week for both day and night shifts, weekends, and occasionally, holidays.

-Internships require a 180-hour minimum for total hours accrued. There is a 5-hour minimum and a 10-hour maximum for hours completed per shift.

-There is a 2-strike no-call, no-show policy. Interns are expected to be here on time and ready to work when scheduled. If the intern fails to show up on a scheduled shift, without proper warning, there will be a meeting with the manager and the intern will be given one more chance before the internship is terminated. If the internship was for course credits, the manager will contact the intern's school to notify them of the termination.

-While we do not allow no-shows, the intern can call ahead to let us know that they cannot come and we will work to reschedule any missed hours. There are 3 'excused absence' days during the course of the internship where the intern can reschedule or completely cancel a shift. These require 1 day of notice to the manager, barring emergencies.

-No-call, no-shows and excused absences will be recorded by the clinic supervisor in Back to the Wild's records and on the intern's timesheet.

### **DUTIES AND RESPONSIBILITIES:**

- Performs general cleaning tasks, animal cleaning tasks per BTTW sanitation protocol, and maintenance/yard work
- Performs basic animal husbandry functions daily (i.e., feeding/watering, monitoring health, providing enrichment)
- Performs educational walk-throughs and tours of the facility to the public
- Assist a staff member on an away program
- Effectively and accurately executes jobs given to them per protocol and BTTW requirements
- Communicates effectively with BTTW employees, volunteers and peers
- Demonstrates commitment to quality and animal welfare
- Effectively works in a team and demonstrates a commitment to achieving company goals
- Efficiently prioritizes assigned daily workload and uses time productively
- Adheres to safety procedures at all times
- Punctual and reliable attendance according to BTTW company policy

### **INTERNSHIP DUTIES EXPLAINED:**

-General cleaning and maintenance jobs:

- Sweeping, mopping, and vacuuming
- Dusting and knocking down cobwebs

- Washing, drying and putting away dishes
- Windex windows
- Fold and put away laundry
- Organizing gift shop, reception, and observation window areas
- Maintenance tasks and yard work

-Cage cleaning and sanitation:

- Cleaning trauma caging and the triage area in the clinic (primarily rehab interns)
- Cleaning orphaned animal and small rehab animal aquariums (primarily rehab interns)
- Cleaning large rehab animal caging, inside and outside (primarily rehab interns)
- Raking outside exhibit caging (primarily education interns)

-Animal feedings and husbandry:

- Turtle/tortoise feedings and husbandry
- Amphibian feedings and husbandry
- Snake feedings and husbandry
- Orphaned and adult rehab mammal, songbird, raptor, waterfowl feedings and husbandry (primarily rehab interns)
- Ambassador bird and mammal feedings and husbandry (primarily education interns)

-Providing educational tours of the center to drop-by guests and people who have delivered an injured animal to the center:

- Staff will teach the intern how to properly greet visitors and provide them with a walk-through of the grounds

-Assisting in formal programs at the center and off property (primarily education interns)

- Set up herp ambassadors in their program caging
- Present the herp portion of the program

You will have the choice to pick from an education focused internship and a rehabilitation focused internship. However, you can be subjected to a mix of both.

### **DRESS CODE:**

-All clothes must be work-appropriate. Clothes that are typical in workouts and leggings are not allowed.

-Pants, jeans and shorts are all acceptable forms of bottom clothing. Shorts should reach mid-thigh. All bottoms should be khaki or blue jean material and neutral colors.

-Closed-toe shoes are required to be worn at all times. It is acceptable to wear different shoes into the building before changing into work shoes. Footwear can be stored in the staff room while the intern is completing their shift.

-Interns will receive two Back to the Wild t-shirts.

-Extra t-shirts or a sweatshirt can be purchased for a reduced price.

-It's advised to have an extra pair of socks and pants stored away in case of emergency.

**STAFF ROOM:**

-There is a fridge and a microwave for lunch, snacks and beverages.

-Food and drinks must stay in the staff room at all times.

-There are storage cubbies provided for personal belongings to be put in for the duration of the interns scheduled shift. The cubbies are not assigned and do not have locks. If the intern would like for their belongings to be locked during their shift, they are welcome to bring their own lock or keep their belongings in their car.

**\*\*Back to the Wild is not responsible for any lost or stolen items\*\***