



Brandywine Zoo American Kestrel Research Apprenticeship

Institution: Brandywine Zoo

Position Title: “American Kestrel Research Apprenticeship”

Location: Brandywine Zoo, 1001 North Park Dr. Wilmington, DE 19802

Brandywine Zoo

The American kestrel is North America’s smallest falcon species. Since the 1960s, kestrels have seen a decline of 88% in their population. More research is necessary to determine the cause of decline in this small, insect-eating bird, but evidence suggests that pesticide accumulation, increased predation by more urban-adaptable raptors, as well as habitat loss may be primary factors.

The American Kestrel Partnership is a citizen science program focusing on kestrel populations in the United States. The Brandywine Zoo is working as a facilitator for this program in the state of Delaware. Research apprentices will be responsible for the maintenance and monitoring of kestrel nest boxes across the state of Delaware, logging data and creating research parameters. The goals of this research at this point in time is identifying kestrel habitat as well as presence and absence, in order to collect baseline information for Delaware for future research.

QUALIFICATIONS

- Research techniques; research methodology
- Bird of prey identification; Plant identification
- American kestrel natural history knowledge
- GPS/GIS applications; use of appropriate equipment including but not limited to GPS, GIS, motion-sensored cameras, etc.
- Grant writing
- Educational programming experience (teaching and writing); and data recording, analysis, and presentation.
- The position is physically demanding at times, requiring outdoor work in a variety of temperatures and sometimes challenging conditions. Candidates must be able to climb a ladder.
- Must have a valid driver’s license and at times provide own transportation to field sites.
- Must be able to lift at least 50 lbs.

MINIMUM REQUIREMENTS:

- At least 18 years old with valid driver’s license and reliable transportation
- Provide proof of negative TB Test within the last 12 months before start date
- Good physical condition: able to stand/walk for extended periods of time, kneel, crouch, and able to work in all weather conditions.
- Be able to lift up to 25 pounds
- Must be fluent in the English language (verbal and written communication)
- Overall GPA must be 2.5 or higher
- Good organizational skills
- Able and willing to read and follow verbal and written work instructions and work independently
- Willing to assist with administrative, customer relations, and housekeeping tasks and possibly animal care
- Able to commit to upholding all Zoo safety and personnel policies, and support the overall mission
- Able to professionally represent the Brandywine Zoo in all interactions with visitors, staff, and other members of the community
- Complete a project of the intern’s own design, and approved by zoo staff, during the internship period

RESPONSIBILITIES

- Maintenance of currently installed kestrel boxes in various state parks in DE (currently 14 installed around the state, with more to come).
- Site location identification and installation of new kestrel boxes.

- Outreach to potential corporate partners for kestrel sites or program support. Forming partnerships with Fish and Wildlife, DE Ornithological Society, American Birding Association, other DE-based nonprofits with kestrel habitat, such as DE Nature Society or The Nature Conservancy, etc.
- Regular, weekly check-ups on kestrel boxes during nesting season (Feb/Mar-July/Aug). Starling nesting aversion.
- Logging data, data analysis, uploading data to, and communicating with, American Kestrel Partnership. Creation of reports on kestrels in DE.
- Installation of camera traps and analyzing camera trap photographs.
- Recruitment of volunteers to assist in kestrel monitoring or data analysis.
- Development of educational resources for the American kestrel. Forming partnerships with local schools for kestrel box monitoring. Delivery of kestrel programming to school groups.
- Creation of wayside in zoo for Kestrel Program
- Grant writing for continued support of Kestrel Program

TERM:

1 year: Position runs January 2015-December 2015 (flexible upon arrangement).

- Candidates must be responsible, flexible, self-motivated and able to work both independently as well as in a team.

HOURS

40 hours per week, this position may include regular hours on weekends.

BENEFITS:

Stipend

Kestrel apprentices will receive \$100/week stipend.

Interns are not employees of the State of Delaware- they are considered volunteers and are not paid for their service.

Qualified interns may be selected to receive a stipend to help cover expenses incurred during their volunteer intern service. The stipend is a fixed amount of \$100 per week for service of 32 or more hours per week paid biweekly. Taxes: No taxes are withheld from the stipend. Interns selected to receive the stipend will complete IRS Form W-9 Request for Tax-Payer Identification as self-employed and will receive a Form 1099 at the end of the year that reports the amount of income from the stipend. The stipend is not a wage, but does count toward the total income on which the intern's tax obligation is based. Interns receiving less than \$600 in a calendar year are not subject to receiving a Form 1099.

Housing

Housing may be available free of charge, upon request, depending upon vacancy.

Other

Interns receive free admission to all Delaware State Parks and the opportunity to attend most programs and activities at no fee.

Additionally, the position will develop critical skills for those interested in a career in conservation, natural resource management, animal management, or ecological studies. Opportunities for school credit are available.

TO APPLY:

- 1) Complete online intern application at <http://destateparks.com/volunteers/interns/apply.asp>
- 2) Please send application materials, including cover letter & resume, to:

Volunteer & Intern Coordinator
 Education Department, Brandywine Zoo
 1001 North Park Drive, Wilmington, DE 19802
 302-577-7480 (f)
DNREC_Parks_ZooPrograms@state.de.us

Applications will be considered on a continual basis until February 15, 2015 or once all internships have been filled. Please note that candidates will also need to complete the online intern application found at www.destateparks.com/internship. Be sure to check off 'Brandywine Zoo' in any questions designating your interest areas.

Please Note-All Delaware State Parks Interns are required to undergo and successfully complete a background check performed by the Division.

The Department of Natural Resources and Environmental Control is committed to affirmative action, equal opportunity, and the diversity of its workforce.