



Volunteer Program Fast Facts

The Denver Zoo Conservation Alliance Adult Volunteer Program shall provide volunteer support to the organization as requested by the Zoo staff including, but not limited to, areas of education, departmental program assistance, conservation, and public enjoyment of the zoo. Regardless of their specific volunteer duties, DZCA volunteers support the Zoo's mission to inspire communities to save wildlife for future generations.

How To Join

Review Fast Facts document and attend an optional, virtual info session.

Submit the 2-part volunteer application.

2025 Application Dates:

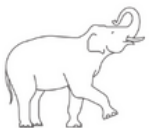
- 1/10/25 - 1/24/25
- 3/17/25 - 4/6/25 (Safari Camp Volunteers Only)
- Fall 2025 TBD

Our volunteer program currently has over 500 volunteers. In an application window, we typically receive around 150 applications and can accept a limited number per cycle. Applications are reviewed and evaluated by a panel of volunteers and staff to find the best fit for the roles that are available. The evaluation criteria includes:

- Scheduling availability compared to open positions and scheduling needs
- Alignment with Denver Zoo's mission and vision
- Applicant's interest areas compared to position availability

Following acceptance into the Adult Volunteer Program, volunteers must:

- Confirm their acceptance and availability to attend Zoo U volunteer orientation
- Complete and pass the DZCA background check process
- Review handbook and complete pre-orientation action items (estimated 1-2 hour commitment)
- Submit training fee (approximately \$30 to cover the cost of a t-shirt and your name badge). Scholarships are available upon request.



New Volunteer Requirements

Attend Zoo U volunteer orientation in person. You will be assigned a mentor during this orientation who will be available to help you navigate getting started.

Attend a Docent Tour (approx. 3 hours) Volunteers will schedule a timeslot of their choice at Zoo U.

Complete at least 3 General Volunteer shifts from the choices below (approx. 3 hours each)

- Enrichment Building
- Animal Visibility Scans
- Exhibit Maintenance
- Animal Handling Assistant
- Shadowing Ambassador (Guest Engagement) or Horticulture shifts

Attend team training based on volunteer interests as outlined on the following page.

Applications are Closed. What Can I Do Right Now?

Due to the size of our program and staff capacity, we are unable to onboard volunteers outside of the pre-determined application windows. While you wait, we recommend:

- Add your name to the interest form at DenverZoo.org/Volunteer to receive a notification when applications open.
- Support Denver Zoo through purchasing a membership or visiting.
- During your visit, chat with a volunteer on grounds to learn more about our program

Volunteer Expectations

Be reliable, professional, and responsible

Volunteers must be willing to commit to volunteering for at least one year.

Volunteers must be able and willing to work with staff, guests, and fellow volunteers from a variety of different backgrounds.

Volunteers are expected to embrace and commit to our organizational Core Values: Welcoming, Curious, United, Courageous, and Transformative.

There is a uniform requirement for volunteers. Volunteers will receive a t-shirt and name badge at Zoo U. Additional details regarding the volunteer uniform will be provided during the onboarding process.

I'm Not 18 Yet, Can I Volunteer?

At the current time, we do not have volunteer opportunities available for youth or teens. All volunteers applying must be 18 years of age or older.

Looking for Employment?

While volunteering may provide you with applicable experience for future employment opportunities, the volunteer program is not a pipeline to employment. If employment is your primary motivation, please keep an eye out on the Careers page at DenverZoo.org/Careers

Volunteer Team Summary

Team Options Once New Volunteer Requirements Are Met

How To Join/Training Requirements

Position Types

Shift Scheduling & Requirements

Guest Engagement	Attend team orientation Date TBD	Immediately: Ambassador Positions (Information Carts, Conservation Stations, school programs, etc.) With additional training: Exhibit Interpreter, Tours, etc. following Docent Training (fall 2025). After Docent training, Animal Handling applications and training become available	Shifts available 7 days a week, typically 10am-1pm and 1-4pm. Occasional evening event positions available Annual Requirement: 16 shifts per year
Animal Care	Fill out application and complete training as requested. Group Orientation: Date TBD	Keeper Assistant (cleaning, diet prep, enrichment, etc.) Animal Behavior Observations	Shifts available 7 days a week, mostly in the morning, with occasional afternoon availability. Regular recurring schedule of 2 shifts per month (ex: 1st and 3rd Tuesday) Annual Requirement: 2 shifts per month (with flexibility for illness, weather, vacation)
Nutrition Center	Open positions will be shared in The Scoop newsletter. Attend individual training as requested.	Nutrition Center Assistant (diet prep and cleaning)	Shifts available M-F 7-11am Occasional afternoon availability Annual Requirement: 2 shifts per month
Horticulture	Reach out to volunteer liaison. Group training takes place 1-2 times in spring.	Horticulture team member for East or West zone (weeding, mulching, planting)	Shifts available March-October Monday-Thursday 8:30-11:30am Annual Requirement: 2 shifts per month March-October
Veterinary Hospital	Open positions will be shared in The Scoop newsletter. Attend individual training as requested.	Veterinary Hospital Assistant (cleaning, stocking rooms, sterile prep, etc.) Veterinary Hospital Program Support (data entry)	Shifts available 7 days a week, typically 12-3pm Annual Requirement: 2 shifts per month on a regular schedule (ex: every other Thursday)
General Volunteers	No additional requirements beyond Zoo U	Animal Handling Assistant Visibility Scans Exhibit Maintenance Enrichment Building Shadowing Opportunities	Various shift availability depending on role, typically 7 days a week morning and afternoon, approximately 3 hours per shift. Annual Requirement (if not joining any other team): 16 shifts per year

New volunteers need to meet the initial requirements (outlined on page 1) and meet the training requirements outlined above before joining any specific team. Volunteers are welcome to stay in the role of General Volunteer, if they choose. All volunteers, regardless of team, do not have direct contact with the animals in our care.

Volunteers may join as many teams as they'd like as long as they can meet the requirements for each individual team