LAKE SUPERIOR ZOOLOGICAL SOCIETY
EMPLOYMENT JOB DESCRIPTION

Title: Facilities Technician
Supervisor: Facilities Manager
Revised: January 2026
Hiring Wage $15.00 - $17.00/hr DOQ

Exempt/Non-Exempt: Non-Exempt
Employment Type: Part-time or Full-time
Hours: Day shift-flexible hours

The Facilities Department at the Lake Superior Zoo is seeking motivated individuals with a commitment to conservation and positive team culture to apply for a part-time or full-time Facilities Technician position with our team.

Overview:
Under the direction of the Director of Facilities and the Facilities Manager, the Facility Technician supports the upkeep, cleanliness, and safety of the Lake Superior Zoo grounds, buildings, and public areas. This role assists with routine maintenance, custodial work, basic construction, groundskeeping, and seasonal snow removal. The position works both independently and as part of a team to ensure a safe, clean, and welcoming environment for guests, staff, and animals.

Principal Duties:

- **Grounds & Public Areas**
  - Maintain cleanliness and appearance of pathways, viewing areas, parking lots, and entrance areas
  - Empty trash and recycling on a scheduled basis
  - Assist with mowing, trimming, weeding, and basic garden care
  - Help address erosion and general grounds issues
- **Custodial Duties**
  - Clean and maintain restrooms, buildings, staff areas, and public spaces
  - Assist the Facilities Manager with maintaining custodial supply levels
- **Maintenance & Construction**
  - Perform basic maintenance tasks (e.g., changing filters, routine safety checks)
  - Assist with minor repairs to equipment, vehicles, and facilities
  - Support basic construction and renovation projects, including fences, shelters, and exhibit features
  - Maintain tools and equipment in good working order
- **Snow Removal (Seasonal)**
  - Assist with plowing, shoveling, snow blowing, sanding, and ice removal
  - Operate vehicles and equipment safely during winter conditions
  - Follow zoo snow removal procedures and priorities as directed
- **General**
  - Assist with coordinating materials, tools, and supplies for projects and volunteers
  - Work cooperatively with all departments of the zoo and the public
  - Perform other duties as assigned

Qualifications:
Education & Experience

- High school diploma or GED
- At least 1 year of relevant experience or related-work preferred
- Valid Minnesota Class D driver's license (or equivalent)

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Knowledge & Skills

- Basic knowledge of groundskeeping and custodial practices
- Familiarity with hand and power tools
- Basic understanding of construction, maintenance, and equipment use
- Ability to follow safety procedures and recognize hazards

Abilities

- Ability to work outdoors in all weather conditions
- Ability to lift up to 75 pounds
- Ability to operate vehicles and equipment safely
- Ability to work flexible hours, including early mornings, weekends, and occasional holidays
- Strong teamwork and communication skills

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly exposed to outdoor weather conditions, and occasionally exposed to adverse environmental conditions such as dirt, dust, pollen, odors, fumes, temperature and noise extremes, toxic agents, disease, pathogenic substances, airborne particles, and animal waste. The employee is occasionally in direct contact with exotic animals and is occasionally exposed to work near moving mechanical parts; and work in high, precarious places, and in close quarters. The noise level in the work environment varies. Occasional loud noises from visitors, animals or equipment are experienced.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to stand; walk, reach with hands and arms, use hand to handle or feel, and talk or hear. The employee is occasionally required to sit, climb or balance; stoop, kneel, bend, crouch, or crawl. The employee must regularly lift and move up to 75 pounds and occasionally lift and/or move a minimum of 100 pounds. Specific vision abilities required by this job include close, distance, and peripheral vision, depth perception and the ability to adjust focus.

OTHER REQUIREMENTS AND EXPECTATIONS

This position could be part-time or full-time depending on the applicant. Start times may vary based on operational needs, including occasional early mornings or schedule adjustments for snow removal or urgent maintenance needs. Schedules are set in advance whenever possible.

Salary and Benefits: Full-Time Employment

- $15-$17/hour DOQ
- Health insurance (zoo pays 67% of the premium)
- Paid holidays and Paid Time Off
- Simple IRA match up to 3%

- Employee Assistance Program
- Optional Flex Savings Account for childcare costs and/or health care (e.g. dental, vision expenses)
- Optional Aflac group policies for short term and long-term disability insurance, hospitalization coverage, etc.
- Free zoo membership – discounted admission to other zoos/aquariums/museums across the country
- Four free admissions for family/friends per year
- Uniform allowance
- Professional development opportunities
- Discounts on gift shop and café purchases and behind-the-scenes tours

Salary and Benefits: Part-Time Employment

- $15-$17/hour DOQ
- Employee Assistance Program
- Free zoo membership – discounted admission to other zoos/aquariums/museums across the country
- Four free admissions for family/friends per year
- Uniform allowance
- Professional development opportunities
- Discounts on gift shop and café purchases and behind-the-scenes tours

How to Apply:

The application can be found here: https://lszoo.org/about/employment/
Please send your completed application along with a resume to Lizzy Larson at llarson@lszoo.org. For more information, email or call Lizzy (218) 461-3527 ext. 103 or visit the employment page on our website at https://lszoo.org/about/employment/.

Lake Superior Zoo
c/o Lizzy Larson, Director of Animal Management and Facilities
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Duluth, MN 55807