

Primate Rescue Center, Inc. Long-Term Internship Application



Dear Prospective Intern,

Thank you for your interest in becoming an Intern at the Primate Rescue Center! Interns at the Primate Rescue Center play an extremely important role in keeping the sanctuary running smoothly. They understand our mission and give their time, energy and heart to help care for the amazing primates who call the PRC home. Our staff truly appreciates the time that interns dedicate to help care for the apes and monkeys of the Primate Rescue Center, and we hope that you will become our next team member to help us accomplish the goal of giving excellent, lifelong care to these amazing primates.

Sincerely,

The Primate Rescue Center Staff

The internship program at the PRC is highly competitive, and spots are limited. This entire application packet must be filled out before you will be considered for an intern position.

Please read all application materials thoroughly and include the following in your application packet:

- ☐ Signed Program Requirements Page
- ☐ Completed Application
- ☐ Signed Waiver and Release of Liability for Activities at the PRC
- ☐ Signed Primate Physical Contact and Feeding Policy Agreement
- ☐ Copy of a Valid Driver's License
- ☐ Copy of your College Transcript
- ☐ Copy of your negative TB skin test
- ☐ Resume
- ☐ Video Interview (DVD or YouTube link – details on page 4)

All application documents should be printed out and mailed to:

Primate Rescue Center, Inc.
Attn: Eileen Dunnington Dallaire
2515 Bethel Road
Nicholasville, KY 40356
(859) 858-4866
eileend@primaterescue.org

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Long Term Internship Program Overview

This program is tailored to individuals interested in gaining significant training and experience in nonhuman primate husbandry, behavior, and the daily operation of a non-profit primate sanctuary. Individuals will have the opportunity to work closely and train under the knowledgeable care staff to gain valuable skills that will build their resume and prepare them for a promising career in primate care.

This program is labor intensive and is suited for hard working, dedicated, positive, team-oriented, self-motivated individuals.

Program Goal

To provide intensive training, experience, and exposure to primate husbandry in a non-profit sanctuary setting.

Program Description

The PRC Long Term Internship Program is designed to immerse recent graduates and those interested in pursuing a career with animals from across the U.S. and abroad in the daily operation of a nonprofit primate sanctuary. Our program provides a unique opportunity to participate in the routine care and ongoing rehabilitation of nearly 50 nonhuman primates in an environment that is focused entirely on their enrichment and well-being. PRC residents are never exploited for any reason, including exhibition, and are afforded lifetime care in a protected and secure environment. Our interns play a vital role in making our sanctuary successful in meeting our commitment to our residents. Interns assist with the daily care of our residents, along with administrative tasks, fundraising, and other special tasks. Duties include, but are not limited to, food preparation and sorting, cleaning of animal, human, and food prep areas, and creating enrichment items for primates. Interns can expect to gain significant animal husbandry experience. They will also learn about primate behavior, stress responses, and the rehabilitation process. They will gain a greater understanding of the issues facing primates and other animals in the modern world. The working environment is intimate and dynamic, and we encourage interns to be motivated, innovative and ask questions. Interns will have numerous opportunities to observe the animals and get to know them as individuals. However, interns will never have physical interaction with any of our nonhuman primate residents, even though you will be spending a significant time with the PRC. Attempts to do so are grounds for immediate dismissal.

Program Qualifications

This program is only open to one qualified individual at a time, so it is extremely competitive. Coursework in primatology, biology, animal behavior, or psychology is preferred but not required. Applicants must be recently graduated students or individuals currently pursuing careers or internships in primate care. An understanding, interest, and concern for primate issues, well-being, and welfare is required. This program is labor intensive, so interns must be in good physical condition and be able to lift 50 pounds. Proof of negative TB test is required. Applicants must commit to work a minimum of 6 consecutive months, live on-site in sanctuary housing, and have a personal vehicle available for transportation. Applicants must be at least 18 years old.

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Program Term

Interns are required to complete a minimum of 26 consecutive weeks working full-time, 40 hours per week. Interns will have two days off per week. Shifts fall between the hours of 8:30am and 5:00pm. Interns may be required to work holidays and weekends. Interns may be required to participate in after-hours fundraising activities or events. Interns will receive a weekly stipend of \$50.

Enrollment Dates

The PRC Long Term Internship Program is open until we find the right person.

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Program Requirements

All Interns must:

- Be at least 18 years old
- Complete a minimum of 26 consecutive weeks working full-time, 40 hours per week.
- Live on-site in sanctuary housing and maintain proper upkeep and cleanliness of this housing
- Have a personal vehicle available during the internship for transportation
- Complete enrichment and fundraising projects during your internship (see page 6)
- Complete a short essay (2 pages) to be turned in at the end of your internship relating the PRC internship experience to personal career goals and/or larger animal issues
- Assist with daily animal husbandry (food prep, enrichment, cleaning animal and human areas, etc.)
- Be able to lift 50 pounds and engage in strenuous physical activity.
- Adhere to all PRC policies, guidelines and given instructions.
- Represent the PRC in a professional and knowledgeable manner.
- Demonstrate common sense, a good work ethic, ability to work as a member of a small team, and respect for all sanctuary residents, staff, volunteers, and fellow interns
- Show a sense of interest and compassion towards animals and have a positive and friendly attitude.
- Arrive on time; be reliable, enthusiastic, alert and eager to work.
- Provide evidence of a current negative TB test.
- NEVER feed, hand out or throw anything to any primate. Attempts to do so are grounds for immediate dismissal from the intern program and sanctuary property.
- NEVER have physical contact with any primate. Attempts to do so are grounds for immediate dismissal from the intern program and sanctuary property.

Interns who are unable or unwilling to meet any requirements may be dismissed from their position at any time. We reserve the right to dismiss any intern at any time for any reason, including but not limited to the following examples: tardiness, missed work, excessive cancellations, unpleasant attitude, poor work ethic, inappropriate interaction with the animals, disrespect of sanctuary staff, interns, volunteers, or animal residents, inability to work with others, inability to listen and follow instructions, or disregard for PRC policies.

I have read and understand the requirements of all Primate Rescue Center Interns. I agree to abide by all PRC policies, rules, and guidelines. I understand my failure to do so will result in my dismissal.

Signature: _____

Print Name: _____

Date: _____

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Internship Details

Our long-term internship program is open to one qualified individual at a time. This program is open to graduated college students and others who are seriously interested in pursuing a career in primate care and/or advocacy. PRC Interns assist care staff in the daily care of the nearly 50 primate residents who live at the sanctuary. Duties include but are not limited to food preparation and sorting, cleaning of animal and human areas, and creating enrichment items for primates.

Work Schedule – A long-term intern will work 40 hours each week and be assigned 2 days off per week. Shifts will be Monday – Sunday, from 8:30am – 5pm. An intern may be required to work holidays and/or weekends. They may also be required to participate in after-hours fundraising activities or events.

Housing – This internship opportunity includes rent, utilities, local phone service, satellite TV, and internet services in addition to a weekly stipend. A modern, comfortable, spacious studio-style apartment is available at the sanctuary. This housing can accommodate up to two same-gender individuals. As a long-term intern, you may or may not be sharing this apartment during the various short-term internship seasonal sessions throughout the year with other same-gender interns. Pets are not allowed. On-site laundry machines are available, but interns are responsible for providing their own laundry supplies. Cellular service is fairly reliable at the sanctuary depending on your cellular provider.

Transportation – The sanctuary is located in a rural area requiring transportation to all stores and retail areas. We are approximately 15 miles from the city of Lexington and about 5 miles from the nearest convenience store. A personal vehicle is required for transportation.

Stipend – The PRC will provide a weekly stipend of \$50. This stipend will be paid weekly through a Venmo account. You must set up an account and provide us with the email address associated with the account in order to receive your stipend.

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Video Interview – Since undertaking an internship is a big commitment, both for you and us, we would like to use the application process to get to know you a little better. In addition to completing the application packet, we would like you to send us a video of yourself answering the following questions. We are not concerned with the quality of the video, just the quality of the answers. You may share the interview with us on DVD or a YouTube link. If for any reason you cannot complete this video, contact us and we will find an alternative.

1. Start with telling us a bit about yourself.
2. What do you do for a living, or what extra-curricular activities are you involved in at school?
3. Why do you want to work with primates?
4. Have you worked with wild animals before? Have you worked, interned, or volunteered at a zoo or sanctuary before?
5. Why do you want to intern at the PRC specifically, as opposed to other animal facilities?
6. Have you applied to other internship programs at animal facilities, currently or in the past?
7. Who are your human heroes in the animal community? Who do you not admire in the animal community?
8. What is your opinion about:
 - a. The use of animals in entertainment (movies, commercials)
 - b. Animal encounter experiences or photo opportunities (exotic and native animals)
 - c. Owning exotic animals
 - d. Biomedical research on animals
 - e. Observational research on animals (in the wild or not in the wild)
9. Where do you see yourself in 5 years?
10. What is the most boring job or task you have ever done?
11. Do you prefer working alone or as a member of a team?

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Video Interview Questions – continued

12. As part of a team, would you consider yourself a leader or do you prefer a more supportive role?
13. Do you learn best by watching, listening, or doing?
14. What do you like to do in your spare time? Any hobbies?
15. What makes you angry? Happy?
16. Please briefly tell us about any pets you have now or have had in the past.
17. Have you or anyone in your family ever owned or desired to own a pet primate?
18. List five adjectives that would describe your personality.
19. What do you imagine would be your favorite part of a PRC internship? Least favorite?
20. Do you have any concerns about becoming an intern at the PRC?
21. Would you consider yourself a light sleeper?
22. Do you take naps during the day often?
23. What time do you naturally wake up in the morning?
24. How do you feel about possibly having a roommate?
25. Have you ever had a conflict with a roommate, and how did you resolve the issue?
26. How would you handle having a roommate who has a different standard or schedule for household chores?
27. How would you feel if your roommate had a different ethnicity, culture, background, or age than you?

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Project Details

Long-term interns at the PRC are required to complete an enrichment project and a fundraising project. Further details and assistance will be given to intern upon arrival from care staff to help plan a project.

- Enrichment projects involve the intern designing/researching an enrichment idea, and creating this item(s) during their time at the sanctuary. All enrichment projects must be submitted for approval in writing to the Executive Director by the 8th week of their internship. The Animal Care Staff will be available to brainstorm ideas for enrichment projects.
- Fundraising projects involve the intern planning or participating in an event to raise money/awareness for the Primate Rescue Center. Care staff will be available to help you come up with a creative idea if there are no other events already scheduled with which interns could assist.

Special Projects – Interns regularly approach us with ideas for research projects they have developed that they wish to pursue during their time with us. If you have a special project in mind, please include a proposal on a separate sheet of paper. Please keep these guidelines in mind:

- Your project cannot involve filming
- It cannot cause any stress to sanctuary residents
- Preference will be given to projects that benefit primate residents
- Work on your project can only take up a portion of your total internship hours
- You will agree to provide the PRC with a copy of your finished paper or presentation to use at our discretion (for example, in our newsletter).

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Intern Application

Name: _____ Date: _____

Permanent Address: _____

Phone: (cell) _____ Birthdate (MM/DD/YYYY) _____

Non-School Email Address: _____

College Name: _____

Years attended: _____ Major: _____

What date are you available to begin this internship? _____

Do you have any dates during the internship you would NEED to request time off? _____

Is the vehicle you plan to have with you during the internship reliable? YES NO

Would you consider yourself an experienced driver? YES NO

How long have you had your driver's license? _____

What are your expectations of interning at the PRC? _____

How did you learn about the PRC? If you found us online, what keywords did you search online? _____

How did you learn about this particular internship opportunity? _____

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Have you ever worked with chimpanzees or other primates before? If yes, explain. _____

Interns work in a variety of conditions (heat, humidity, wetness, cold) and perform a variety of tasks (cleaning animal waste, raking/shoveling, scrubbing walls and surfaces, chopping produce, sorting through produce donations, using cleaning solutions). They are also on their feet engaged in physical work for their entire shift. How would you feel about working under these conditions? _____

Are you a member of any animal or environmental organizations? YES NO

Please list if you'd like: _____

Have you ever been convicted of a felony? YES NO

If yes, please explain: _____

References: Please list at least 3 references from work, school, or other internship/volunteer positions.

Name	Relationship	Contact Information

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Please list at least one person to call in case of emergency.

Name	Phone Number

Are you allergic to any of the following? (Circle Y or N)

Bee Stings (Y or N)

Pollen (Y or N)

Grass or Hay (Y or N)

Straw (Y or N)

Latex (Y or N)

Peanuts/Nuts (Y or N)

(Note that it is your responsibility to bring with you any necessary medications – Ex. Epi-Pen for bee stings, inhaler, etc.)

Do you have any physical limitations that might hinder you from participation in some activities (heart condition, back injury, etc.)? _____

Tuberculosis skin test or negative chest x-ray certification: YES / NO Date: _____

Please list any additional skills that may be relevant to interning at the PRC (First Aid, CPR, Mac computer skills, clerical, knowledge of hand tools, gardening, etc.)

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Waiver and Release of Liability for Activities at the Primate Rescue Center

I understand that my execution of this Waiver and Release is required prior to entering the premises of the Primate Rescue Center ("the Sanctuary") or participating in any activities at the Sanctuary. I further understand that there are risks and dangers inherent in being at the Sanctuary including, but not limited to, the potential for physical injury, property injury, or other harm or death, which may be caused by any animal or the negligent acts of any individual.

I agree to assume all risks, liabilities and responsibility for any physical injury, property injury, or other harm or death that may occur while I am on the Sanctuary grounds.

I agree to release and hold harmless the Primate Rescue Center and its officers and directors, agents, assigns, employees, volunteers, and interns from any liability or responsibility for physical injury, property injury, or other harm or death that may occur while I am on the Sanctuary grounds.

I intend by this Waiver and Release to release the Primate Rescue Center and its officers and directors, agents, assigns, employees, volunteers, and interns from any liability or responsibility for physical injury, property injury, or other harm or death that may occur while I am on the Sanctuary grounds. I intend this Waiver and Release and its terms to apply whether any injury liability arises from negligence or carelessness on the part of the persons or entities being released, from dangerous or defective property, or equipment owned, maintained or controlled by them or because of their possible liability without fault. I understand and agree that this Waiver and Release is binding.

I understand that I am waiving, permanently and in advance, my rights to seek any recovery or compensation for and for physical injury, property injury, or other harm or death that may occur while I am on the Sanctuary grounds.

I have carefully read this Waiver and Release and fully understand its contents. If I am under 18 years of age, my parent or legal guardian has completely reviewed this Waiver and Release, understands and consents to its terms, and authorizes my participation by his/her signature below. I am aware that this is a RELEASE OF LIABILITY and I sign of my own free will.

Print Name: _____

Signature: _____

Date: _____

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Primate Physical Contact and Feeding Policy Agreement

I understand that I am NOT ALLOWED to touch the primates. I also understand that I am NOT ALLOWED to let the primates touch me.

I understand that I am NOT ALLOWED to feed or throw anything to any primate.

ALL primates fall under this policy.

ALL volunteers and interns, regardless of station or time contributed, must abide by this policy.

I understand that if I have any physical contact with any of the primates, feed any of the primates, or throw anything to any of the primates, I will be immediately dismissed from the sanctuary and the internship program.

I understand that if I am witness to any volunteer or intern touching, feeding, or throwing anything to any primate, I MUST report it to a staff member.

I understand that I may be denied access to any portion of the sanctuary for any reason, and I may be asked to leave the sanctuary for any reason.

I have completely read and understand the above policies.

Intern Name: _____

Intern Signature: _____

Date: _____