California Wildlife Center
2027 Wildlife (Avian and Terrestrial Mammal) Rehabilitation Internship

Job Title: Wildlife Rehabilitation Internship
Department: Animal Care
Reports To: Wildlife Technicians

Summary: During this intensive and immersive program, interns will assist staff and volunteers with all aspects of animal care within the wild bird and mammal nursery (Neonate Intensive Care Unit, NICU) as well as the general hospital (Intensive Care Unit, ICU). This internship is unpaid.

Internship Application Sessions:

- #1-Winter Internship- February- April 2027:
  - Application deadline- November 29, 2026
  - Interview Sessions- November 30- December 20, 2026
  - Applicants notified by December 27, 2026
- #2-Early Spring Internship- March-May 2027:
  - Application deadline- December 20, 2027
  - Interview Sessions- December 28- January 11, 2027
  - Applicants notified by January 18, 2027
- #3-Mid Spring Internship- April- June 2027:
  - Application deadline- January 24, 2027
  - Interview Sessions- February 1-21, 2027
  - Applicants notified by March 1st, 2027
- #4-Early Summer Internship- May-July 2027:
  - Application deadline- February 21, 2027
  - Interview Sessions- March 1-21, 2027
  - Applicants notified by March 29, 2027
- #5-Mid Summer Internship- June-August 2027:
  - Application deadline- March 22, 2027
  - Interview Sessions- March 30- April 18, 2027
  - Applicants notified by April 26, 2027
- #6-Late Summer Internship- July-September 2027:
  - Application deadline- April 19, 2027
  - Interview Sessions- April 26- May 16, 2027
  - Applicants notified by May 24, 2027
- #7-Fall Internship- August-October 2027:
  - Application deadline- June 8, 2027
  - Interview Sessions- June 14- July 4, 2027
  - Applicants notified by July 12, 2027

Sessions, schedule, and housing:

- Each internship is approximately ten weeks unless otherwise agreed upon.

- The weekly hour requirement is 32 hours per week comprised of four shifts that are 8 hours each (including a 30-minute lunch break), for a total of 320 hours during the length of the internship. * Note the August- October internship session is subject to fewer overall hours for the internship, pending the patient case load.
- Each shift will be either 7:30am-3:30pm or 12-8pm, will include at least one weekend day, and potentially holidays.
- California Wildlife Center is unable to provide housing. Housing and reliable transportation are the responsibility of the applicant due to the remote location of the facility.

What interns will be taught and then be responsible for:

- Daily routines that include laundry, cleaning enclosures, and dishwashing
- Daily husbandry-related activities including medical treatments, cleaning, diet preparation, and feeding in the NICU and ICU
- Safe handling skills for a wide variety of native orphaned baby birds/ baby mammals
- Safe handling skills for a wide variety of wildlife including raptors, pelagic birds, songbirds, and mammals
- Feeding and tending to a wide variety of native Southern California bird species including but not limited to crows, ravens, finches, sparrows, doves, pigeons, jays, and woodpeckers.
- Feeding and tending to a variety of native California terrestrial mammal species including but not limited to squirrels, opossums, and rabbits
- Advanced animal care duties that include but are not limited to, tube feeding, medication dosing, and subcutaneous fluid administration
- Assist with intake procedures for new patients
- Species identification and determining specific care requirements based on natural history and species behavior
- Assist with wildlife releases
- Help lead the animal enrichment schedule
- Learn about the natural history and behavior of native California wildlife
- Learn medical record-keeping skills
- Assist in transporting wildlife from local animal shelters (desired but not required)
- Other duties as assigned

Qualifications:

- Must be 18 years of age or older
- Must have an up-to-date tetanus vaccine
- Be able to follow directions given by wildlife technicians, both orally and in writing
- Be able to learn in a fast-paced and often intense environment, and pick up taught skills quickly
- Currently studying or having a background in biological, natural history, life science, medical studies, or animal care is recommended but not required
- Must have respect for wildlife and courtesy toward the public

Requirements:

- Must be able to perform physically demanding tasks such as cleaning, lifting, bending, stooping, etc.
- Must be able to work independently and as a team member
- Must be able to work quickly and efficiently while following directions and procedures

- Must be able to multitask and work in a very stressful environment

Language Skills:

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedures manuals.

Mathematical Skills:

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate ratio and percentages.

Physical Demands:

The physical demands described here are representative of those that must be met by an intern to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

While performing the duties of this position, interns are regularly required to use their hands to handle or feel objects, reach with their hands and arms, talk, listen, and smell. The intern is frequently required to stand, walk and sit. The intern must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus.

Diversity, Equity, and Inclusion:

CWC is committed to creating an environment where all applicants feel welcomed and supported. We strongly encourage candidates from historically underrepresented groups—including LGBTQ+ individuals and Black, Indigenous, and People of Color (BIPOC)—to apply. Reasonable accommodations can be made to enable qualified individuals with disabilities to successfully complete the internship. Diversity in perspectives and lived experiences strengthens our work, and we are dedicated to fostering a space where everyone can thrive.

Environment:

While performing the duties of this position, the intern is routinely exposed to toxic or caustic chemicals, zoonotic diseases, aggressive and feral animals, mechanical moving parts, and outside weather conditions. All interns should be prepared each day with proper attire, footwear, and follow PPE protocols as instructed by staff to reduce the risk of harm from the environment, patients, or potentially zoonotic diseases.

How To Apply:

Applicants must submit a resume/ CV and a cover letter to Jasmine Regalado, the Volunteer Coordinator at jregalado@cawildlife.org. **The cover letter must state the following:**

- **Internship session(s) you are available for and interested in**
- **Detailed interests related to the internship, discuss any previous experience**
- **The city you will be commuting from**

- **Note if you are completing the internship for school credit.**

Note* A rabies pre-exposure vaccine is NOT required to be an intern, but if you have received the vaccine, please include this information in the cover letter. A virtual interview will be scheduled with qualified applicants after their application has been received and reviewed by the application deadline.

Prepared Date: September 2026