

INTERNSHIP PROGRAMME – ZAGREB ZOO

Learning Outcomes and Requirements

Purpose of the internship

The internship programme is designed to provide structured practical training in zoological husbandry, animal care routines, and the application of basic behavioural monitoring methods in a professional zoo environment.

The programme integrates daily husbandry tasks with an applied learning component focused on animal welfare and behaviour observation.

General learning outcomes

Upon completion of the internship, the trainee will be able to:

- Participate in daily animal husbandry routines under supervision
- Apply basic principles of animal welfare in practical work
- Follow established safety, hygiene, and operational procedures
- Demonstrate responsible and professional conduct in a zoo environment
- Recognise and describe species-specific behavioural patterns

Practical training activities

During the internship, trainees will be involved in:

- Daily feeding and diet preparation procedures
- Cleaning and maintenance of animal enclosures
- Basic health and welfare observations under staff supervision
- Species-specific husbandry tasks within the assigned department
- Teamwork with zookeepers and other staff members

Applied behavioural assignment (mandatory component)

This assignment is designed to introduce trainees to the basic principles of applied animal behaviour monitoring and welfare assessment in a zoo environment. It combines behavioural observation with practical application of environmental enrichment techniques. Through this task, trainees are expected to link theoretical knowledge with real-life husbandry practice and develop basic skills in structured behavioural recording and interpretation.

Each trainee is required to complete a structured applied behaviour assignment as part of the internship.

4.1 Ethogram development

The trainee shall develop a simplified ethogram in the ZooMonitor App for one selected species within the assigned department.

4.2 Behavioural observations

The trainee shall conduct structured short observation sessions per week during Internship.

Behavioural observations shall include structured recording of species-specific behaviour in two conditions: without environmental enrichment and following the implementation of environmental enrichment, in order to allow basic comparison of behavioural changes.

Observations shall be carried out over the course of the internship in agreed time slots with Internship coordinator and Head keeper. Behaviour shall be recorded using the developed ethogram in the ZooMonitor App.

4.3 Environmental enrichment component

The trainee is required to design, implement, and briefly evaluate a minimum of three types of environmental enrichment.

Each enrichment intervention shall be linked to behavioural observation sessions in order to assess potential changes in behaviour.

5. Final deliverable

At the end of the internship, each trainee shall submit a short report including:

- Description of the selected species and husbandry context
- Ethogram used for behavioural recording
- Summary of behavioural observations
- Description of implemented enrichment strategies
- Brief evaluation of observed behavioural changes
- Reflection on learning outcomes and professional development

6. Evaluation criteria

The internship performance and final output will be assessed based on overall professional engagement and compliance with internship requirements.

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