

Enrichment Specialist Internship

Help Shape the Future of Animal Enrichment & Lifesaving Programs

We are seeking a motivated **Enrichment Specialist Intern** to help design and implement enrichment systems that improve daily care, behavior outcomes, and overall wellbeing for dogs and cats in our care. This role blends research, program design, hands-on implementation, and leadership presentation. This internship requires 100 hours to complete.

ABOUT THE ROLE

This internship focuses on building a structured, sustainable enrichment program that enhances the quality of life for dogs and cats while supporting staff and volunteers with clear, easy-to-follow tools and training systems.

You will research best practices, design practical solutions, and help bring them to life in a real-world setting.

KEY RESPONSIBILITIES

- Research evidence-based enrichment strategies for dogs and cats
 - Evaluate current enrichment practices and identify opportunities for improvement
 - Develop an enrichment tracking and documentation system
 - Create volunteer-friendly training tools, including:
 - Instructional signage for kennel areas
 - Step-by-step enrichment activity guides
 - Simple visual tools for consistent implementation
 - Collaborate with staff and volunteers to pilot enrichment activities
 - Build a project plan with timelines, goals, and outcomes
 - Implement and refine enrichment strategies in real time
 - Track results and measure impact
 - Present final findings and recommendations to staff and board leadership
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PROJECT GOALS

- Build a long-term enrichment program that can be sustained and expanded
 - Improve behavior, wellbeing, and adoptability outcomes
 - Strengthen volunteer engagement through clear training systems
 - Increase overall lifesaving capacity through structured enrichment practices
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DELIVERABLES

- Enrichment research summary and best-practice guide
 - Functional enrichment tracking system
 - Volunteer training materials and signage templates
 - Pilot program report with outcomes and insights
 - Final presentation to leadership and board
 - Written recommendations for long-term implementation
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WHAT YOU WILL GAIN

- A professional portfolio showcasing program development and research
 - Formal letter of recommendation
 - Certificate of completion
 - Hands-on experience in nonprofit operations and behavior enrichment programming
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IDEAL CANDIDATE

- Interest in animal behavior, welfare, biology, psychology, or nonprofit program development
 - Strong research, communication, and organization skills
 - Ability to turn information into simple, actionable tools
 - Self-motivated and comfortable managing a project from start to finish
 - Enjoys working collaboratively with staff and volunteers
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This is a hands-on internship with real impact. Your work will directly help improve daily experiences and long-term outcomes for dogs and cats in our care.