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# DUCK CARETAKER: INTERNSHIPS

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Sanctuary at SHO seeks **Duck Caretaker Interns** to assist with the day-to-day care and maintenance of our 100-plus flock of Khaki Campbell ducks and drakes.

**About Sanctuary at SHO:** Sanctuary at SHO is a duck and wildlife sanctuary creating food systems that model a non-exploitive relationship with animals. Sanctuary at SHO is a 501(c)(3) headquartered at SHO Farm, a 1300 acre permaculture forest farm located in the Green Mountains of Vermont. Our work is grounded in a “no kill” ethic, guided by permaculture design, and intended to model a life-positive way of stewarding large working landscapes in partnership with wildlife and our duck flock. In August 2016, we rescued over 100 ducklings from going to slaughter after being used by a rice grower for weed and insect control, and fertilization. But...we are not a duck farm.

**One of the 3 Amigos enjoying a dip in his pool on an unusually warm fall day. A little singing goes a long way to ease their otherwise cautious behavior, keeping him close and curious - making for the perfect shot!**

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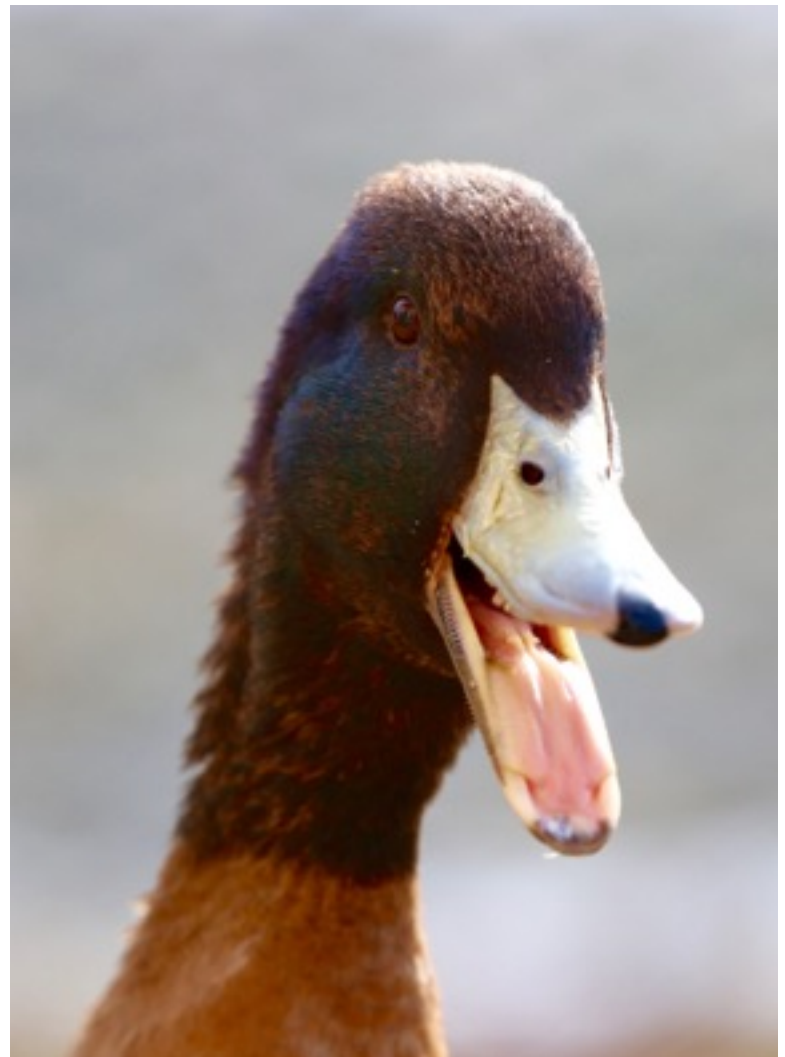
We are a working farm with duck partners and friends who contribute to the health of our soil and food system, and whom we've committed to care for with respect, compassion and love for the duration of their lives. By day, the majority of the flock enjoys outdoor time scattered about our food system foraging, swimming, and sleeping. By night, the flock is safely tucked in the predator-proof Energy Barn. We do not breed our ducks. In addition to providing our flock with a loving home, we are interested in researching and modeling how to integrate domestic animals into a working farm as farm partners instead of commodities in a human food chain. We hope to inspire other land stewards and farmers to partner with wildlife and domestic animals in a no-kill, non-exploitive, respectful and compassionate way.

#### To Learn More About Us, Please Visit:

- [earthasset.com](http://earthasset.com)
- Facebook page for SHO Farm - under Melissa Hoffman, Member of SHO Farm, LLC - <https://www.facebook.com/tealfarm.vermont>
- Facebook page for Shawn Smith, Member of SHO Farm, LLC and Founder/Director of SHO Farm's Duck Sanctuary - <https://www.facebook.com/EarthAsset>

#### Responsibilities & Duties:

- Assist with ensuring safety, health and wellbeing of ducks at all times
- Assist with cleaning indoor and outdoor facilities
- Assist with feeding/watering ducks kept inside barn and allowed outside for the day
- Assist with moving ducks in and out of barn
- Assist with maintenance and repair of indoor and outdoor facilities as needed
- Assist with hay/straw storage
- Assist with medicating ducks as needed (this will be done on a case-by-case basis)
- Assist with basic animal care procedures (nail clipping, leg banding, wound treating, etc.)



Khaki Campbell drakes (males) exhibit the beautiful green heads of their Mallard ancestors (except when they're molting). They are also known around the sanctuary for their sense of humor!

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- Assist with outdoor electric fence infrastructure installation, repair, maintenance, rotation
- Assist with monitoring ducks for health and injuries
- Egg collection, clean, store
- Other tasks and duties as needed

**Qualifications:**

- Commitment to a farm/animal caretaking lifestyle (long, irregular hours, physically demanding, emotionally challenging at times)
- Patient with animals
- Compassionate toward animals
- Strong work ethic
- Excellent attention to detail
- Quick learner
- Ability to work in harsh/all weather conditions (extreme cold and hot/humid conditions)
- Ability to perform strenuous physical labor and lifting, excellent stamina, no medical issues or limitations (must be able to lift a minimum of 50 lbs)
- Ability to complete detailed tasks as assigned and within required timeframe
- Ability to work independently, as well as in a team
- Ability to multi-task
- Thrive in a dynamic, ever-changing environment
- Responsive to spontaneous needs
- High level of initiative and a desire to excel
- Excellent organizational skills
- Clean, orderly
- Ability to think on the fly, not operate purely by rote
- Keen observation skills
- Clear, respectful communicator
- Professional in comportment and appearance
- Reliable and dependable
- Trustworthy and honest
- Commitment to Sanctuary at SHO's mission and goals



**Sanctuary founder, Shawn Smith, doing a regular health check.**

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**Shawn caring for a sick female-warm baths and TLC.**

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### Benefits:

- Opportunity to contribute to the advancement of compassionate, no-kill farming
- Opportunity to gain valuable experience about farming with ducks
- Opportunity to learn about “wild farming” practices
- Opportunity to learn about land stewardship, especially large working landscape
- Opportunity to learn about land conservation, particularly of large working landscapes
- Enjoy a beautiful, inspiring work environment
- Enjoy collaborating with like-minded and committed land stewards, animal activists

Intern Emily Su, all the way from Norway, on her first day of duck care. Interested in maybe one day starting her own animal sanctuary, Emily came to SHO Farm’s Duck Sanctuary for 2 months to better understand what it means to care for rescued animals. Immersed in all aspects of the sanctuary, from mucking pens, filling water bowls, helping senior staff treat sick ducks, and moving ducks from the barn to their outside yards, to time spent with Sanctuary Director, Shawn Smith, discussing the financial, administrative, and spiritual/ life-death aspects of sanctuary life.

**SPECIFICATIONS:**

We offer 2 types of internships

*In-Residence Internship*

- Commitment of 40 hours per week
- 2 month commitment required, 3 month commitment preferred
- Lodging accommodations at SHO Farm (depending on the number of in-residence internships at any given time lodging may be solo or shared)
- Monthly food-stipend
- Keep in mind that SHO Farm is located in a small, rural community. It is a working farm, meaning we're all busy from sunrise to sunset. It's very possible that there will only be one intern in residence at a time.

Therefore, it's critical that candidates enjoy alone time, a quiet environment, and be self-directed.

*Off-Farm/Commute Internship*

- Commitment of 20 to 40 hours per week
- 2 month commitment required, 3 month commitment preferred
- Travel to and from SHO Farm is the responsibility of the intern

We are happy to work with educational institutions so that interns can earn credit toward their degree(s).

Supplementing the hands-on education inherent in working alongside senior Sanctuary staff, interns will be given the chance to advance areas of interest through weekly opportunities. Sanctuary at SHO and SHO Farm founders and co-owners, Shawn Smith and Melissa Hoffman, will make themselves available to share their very different, but equally deep and far-reaching knowledge on topics including, but not limited to: financial and administrative aspects of animal sanctuaries; land conservation; broad-acre land stewardship; caring for the forest; farming with wildlife; permaculture; cold-climate plants; partnering with animals to build soil and robust crops; conversion of native plants and fungus into medicinal culinary dishes and beverages; and vegan cooking.



**Khaki Campbells are excellent foragers. A little rain goes a long way in saturating the ground, creating small, dispersed "mud baths" throughout their yard which is set within our 10 year old perennial food system.**



**APPLICATION:**

Candidates should send a letter of inquiry, resume, and three letters of recommendation and/or names and addresses of at least three references to [shawn@earthasset.com](mailto:shawn@earthasset.com).

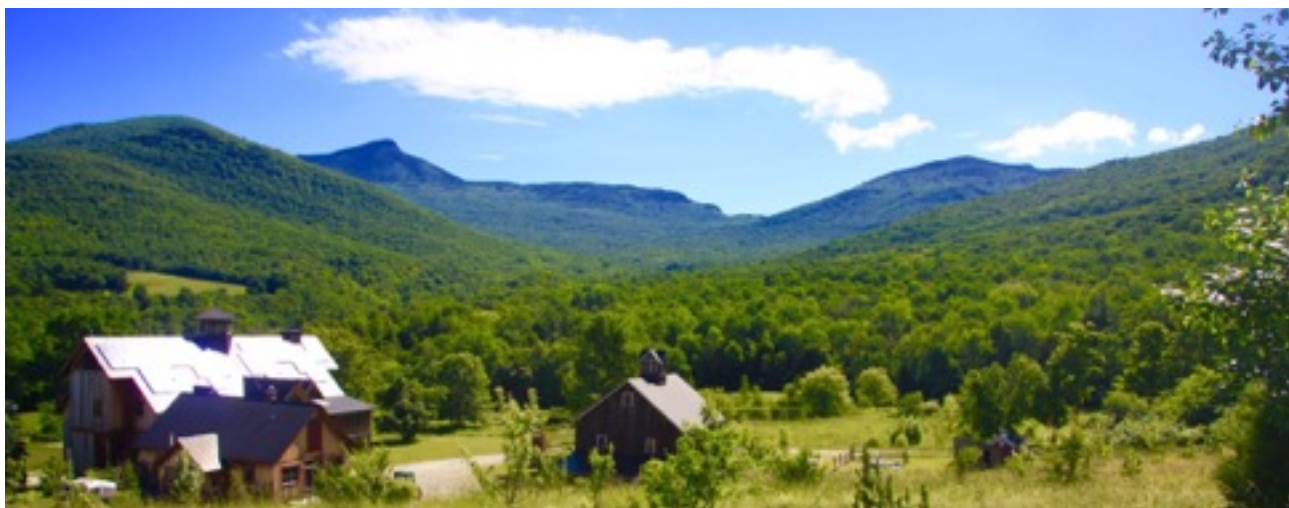
Also, please include answers to the following questions as part of your letter of inquiry:

- 1) Why are you interested in working at our duck sanctuary?
- 2) What do you want to get out of this experience?
- 3) Do you have any medical conditions or physical limitations that could interfere with the performance of the job?
- 4) Do you have transportation? We live in a remote location (35 min from Burlington, VT, (hospital, shops, restaurants), 15 min from Richmond, VT (mid-size grocery store), 5 min from Huntington Village (small general store), and 1 mile from a local, seasonal farm stand.

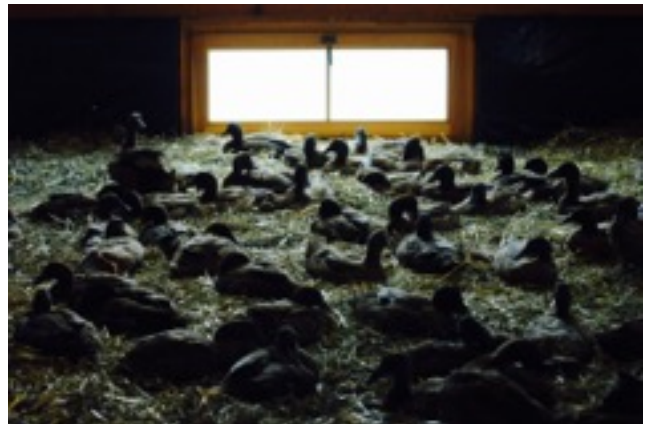
**Sanctuary at SHO | SHO Farm working style and environment:**

Our “do no harm” philosophy means we respect all life, and do not support or allow the intentional killing of any animals. Employees and guests shall follow these guidelines while on the farm:

- Quiet and respectful presence
- Clean, orderly, pick up after one’s self
- No pets allowed
- No strong chemicals/perfumes allowed while on farm premises
- Operate machinery only as needed, and during working hours
- Maintain professional decorum with guests
- Smoke and drug-free campus
- Meals - no animal products are allowed on farm premises; excess eggs from our laying females may be consumed, but that is the only animal product allowed for consumption on the farm



Sanctuary at SHO is headquartered at SHO Farm, a 1300 acre duck and wildlife sanctuary, and permaculture forest farm in Huntington, Vermont. We abut Camels Hump State Park, a 20,000-plus acre undeveloped area.



Sanctuary at SHO duck & wildlife sanctuary demands 100% diligence to keep the ducks safe from predators.