



Highlands Center for Natural History

Job title: Environmental Educator
Reports To: Education Manager
Salary Range: \$18.00-19.75/hour
15-25 hours/weekly, starting March (part-time)
**1 week for spring break, March 16th-20th (full time)*
**8 weeks over summer break, May 25th-July 17th (full time)*
FLSA Status: Seasonal – Part Time(spring)/Full Time(summer)

Role Summary

The Environmental Educator works closely with the Highlands Center for Natural History Education Team to deliver safe, engaging, and meaningful outdoor learning experiences that support the Center's mission, core values, and strategic plan. Environmental Educators inspire curiosity and care for the natural world through hands-on, place-based programming including school field trips, nature camps, custom programs, and interpretive activities.

Environmental Educators lead and co-lead groups of 10–18 participants, **primarily youth ages 0–13**, through experiential learning experiences on and throughout the Highlands Center trail system. While the role is youth-focused, educators may also support occasional programs for adult audiences. The ideal candidate brings enthusiasm for environmental education, enjoys working with young learners, and values learning alongside participants in outdoor settings.

Responsibilities

Safety and Student Support:

- Collaborate with Education team to maintain a safe learning environment during all programs
- Practice active, attentive, and collaborative supervision of students
- Use inclusive, respectful, and professional language and behavior with students, educators, chaperones, families, staff, and visitors
- Respond thoughtfully to students' social-emotional and physical needs using responsive leadership strategies
- Administer first aid within the scope of training as needed
- Communicate clearly and effectively with co-educators and base staff via walkie-talkie and in person
- Respond calmly and professionally to emergencies within training limits

Program Facilitation and Instruction:

- Work with Education team to deliver engaging, educational, and enjoyable programs
- Serve in a supportive facilitation role during programs, including group management, setup and cleanup, activity support, and engaging students who may need extra encouragement
- Serve in a lead facilitation role by guiding hikes, leading games, introducing environmental concepts, facilitating standards-aligned science activities, and supporting team-building experiences



- Collaborate with the education team to plan and adapt custom programs, field trips, and nature camps
- Adjust facilitation approaches based on weather, group dynamics, age, developmental needs, time, and site conditions
- Serve as primary supervision for student groups during programming

Collaboration, Growth, and Program Development:

- Participate fully in required trainings prior to field trip and nature camp seasons
- Engage in regular check-ins, debriefs, and reflection conversations with co-educators and Education Manager.
- Contribute creatively to the development and delivery of field trips, nature camps, and custom programs
- Reflect on personal teaching practice and program outcomes, identifying successes and opportunities for growth

Qualifications

A successful Environmental Educator possesses the knowledge, abilities, skills, and characteristics associated with place-based, experiential learning in outdoor environments. Qualifications are derived from a blend of education and hands-on experience in environmental or outdoor education settings.

Minimum qualifications include enrollment in or completion of an undergraduate program related to Education, Ecology, Biology, Environmental Studies, or a related field, or equivalent experience in environmental or outdoor education.

Program Facilitation and Delivery

- Experience facilitating small and/or large groups in outdoor and experiential learning environments
- Experience working with youth, preferably in outdoor settings
- Interest in and willingness to learn the natural history of the Central Arizona Highlands
- Ability to engage learners using inquiry-based, hands-on, and student-centered teaching approaches

Collaboration and Professional Skills

- Ability to work collaboratively as part of a team
- Strong communication skills and a positive, adaptable attitude
- Willingness to learn, receive feedback, and grow as an educator

Outdoor Work Capacity and Safety

- Ability to work actively outdoors for extended periods in variable weather conditions
- First Aid and CPR certification, or the ability to obtain prior to programming
- Must be at least 18 years of age

Additional Requirements



Highlands Center for Natural History

- All employees must successfully complete a fingerprint clearance and background check through the State of Arizona

Highlands Center for Natural History is an Equal Opportunity Employer. We provide equal employment opportunities to all employees and applicants for employment.

To Apply

Please submit a cover letter, resume, and three professional references to:

Jules Galan; Education Manager

jgalan@highlandscenter.org