

Title: Staff Naturalist

Reports To: Education Manager

FLSA Status: Full Time Exempt

Salary Range: \$40,000–\$45,000

Benefits: Paid Time Off, Paid Sick Leave, Paid Family Leave, Retirement Contribution, Flexible and Remote Work Schedule Options

Role Summary

The Staff Naturalist is a field-based educator responsible for facilitation of school programs and camps, adult education and some limited support of early childhood programs and outreach. This role delivers high-quality, place-based learning experiences across multiple audiences and works closely with the Education Manager and education team to ensure consistent program delivery. The Staff Naturalist collaborates across departments to support program alignment, and coordinates with the Deputy Director on adult education and outreach initiatives. While primarily focused on instruction, this role contributes to ongoing program refinement through field-based feedback and implementation experience. This is a site-based role and requires occasional evening and weekend work.

Responsibilities

School Programs and Camps:

- Leads and facilitates school field trips, Schoolyard Habitat classes, camps, and youth education experiences
- School programs are coordinated with the School Programs Coordinator; this role focuses on in-field instruction and execution
- Camps are developed and scheduled by the Education Manager; this role focuses on activity-specific development, facilitation and delivery
- Ensures safe, engaging, and consistent implementation of youth programming in outdoor settings

Adult Education:

- Develops and facilitates of adult programs including guided hikes, interpretive walks, workshops, and community learning experiences
- Select adult programs are developed and led in coordination with the Deputy Director; this role focuses on in-field instruction, execution and participant engagement
- Provides natural history interpretation in outdoor and public-facing adult learning contexts
- Contributes to relationship-building and community engagement through program delivery

Early Childhood Programs and Outreach:

- Provides occasional support for early childhood and family programs in collaboration with the Early Childhood Education Coordinator
- Assists with public outreach events, festivals, and community engagement activities as needed
- Supports welcoming, accessible experiences for families, young learners, and community audiences

Program Support and Development:

- Collaborates with education staff to ensure consistent delivery of natural history content across programs
- Participates in and co-leads aspects of staff training, onboarding support, and peer mentoring for seasonal educators
- Works with education staff to maintain program materials and equipment
- Contributes ideas and field-based feedback to support refinement of programs and interpretive experiences

Qualifications

A successful Staff Naturalist possesses the knowledge, abilities, skills, and characteristics associated with educational leadership, instruction, and program coordination. These qualifications will be derived from a blend of education and experience. These include a minimum of a Bachelor's Degree and 3 years of experience in education and natural history. Desired qualifications include advanced training(s) in a related field(s), and experience in classroom teaching and/or natural history education.

School Programs and Camps:

- Ability to lead engaging, place-based learning experiences for school-age youth in outdoor settings
- Comfort managing group safety, engagement, and instruction in dynamic field environments
- Understanding of youth development and age-appropriate facilitation strategies
- Ability to deliver consistent, high-quality program implementation

Natural History Literacy and Content Knowledge:

- Curiosity and growing fluency in regional natural history and ecological systems
- Ability and willingness to build content expertise across plants, animals, geology, and landscapes of the Central Highlands
- Capacity to communicate natural history concepts clearly and accurately to diverse audiences
- Valuable to bring existing content knowledge; equally important is the ability to learn and apply interpretive material in the field

Adult Education and Public Engagement:

- Ability to support engaging adult learning experiences in outdoor and interpretive settings
- Strong communication skills for public-facing programs and diverse audiences
- Comfort representing the organization in community engagement and outreach settings
- Interest in relationship-building through program delivery

Collaboration and Instructional Practice:

- Ability to work effectively within a coordinated education team
- Strong reliability, flexibility, and responsiveness in program delivery
- Openness to feedback, coaching, and shared instructional refinement
- Ability to adapt to changing outdoor conditions and program needs with professionalism



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